

concordia's Thursday Report

Vol. 16 No. 2 September 19, 1991

Concordia Fund for the Innovative Development of Teaching

22 projects cited in competition

by Ray Beauchemin

The projects of 22 Concordia professors have been cited in the first annual competition sponsored by the Concordia Fund for the Innovative Development of Teaching, an initiative

established by the Office of the Vice-Rector Academic.

The professors, from all four faculties in the University, received grants to support projects undertaken during the 1990-91 academic year. They were selected from a group of 77 applicants.

One of the winners, Music Department Chair **Kevin Austin**, said he and his collaborators are "eternally grateful" for the grants, because without

them, they could not have gone on with their work.

Austin received a \$1,400 grant for a project titled "Electroacoustics Notes in Interactive Form," the conversion of 85 pages of class notes on electroacoustics to a Macintosh computer hypercard stack, which will make it easier for him to change course notes and for students to retrieve information.

Austin and five other colleagues from the Music Department collaborated on a project for which **Liselyn Adams** received \$12,800: "Development of Keyboard Proficiency Courseware and Facilities for the Department of Music."

Grant helped overcome pedagogical deficiency

The department was without a keyboard lab, Austin said, and the grant was used to develop one, helping the department "overcome a pedagogical deficiency."

The goal of the programme, according to Vice-Rector Academic Rose Sheinin, is to stimulate innovative thinking about teaching at the undergraduate and graduate levels and to develop new and effective methods of pedagogy.

Other award winners are the following:

Nancy Allison-Helms of the Theatre Department: participation in an oral history workshop in Guysborough, N.S., April 30-May 3, 1991.

Mary E. Baldwin, Chemistry/Biochemistry: development of an effective training programme with emphasis on safety for teaching assistants/demonstrators of introductory level un-

dergraduate labs.

Max Barlow, Geography: development of new course materials for GEO 312 (Political Geography).

Andrew Dutkewych, Sculpture: sculpture in public spaces.

Ann English, Chemistry/Biochemistry: access tools to the bioinorganic chemistry literature.

Marlene Giguère, Library Studies: workbook for introduction to library research practices.

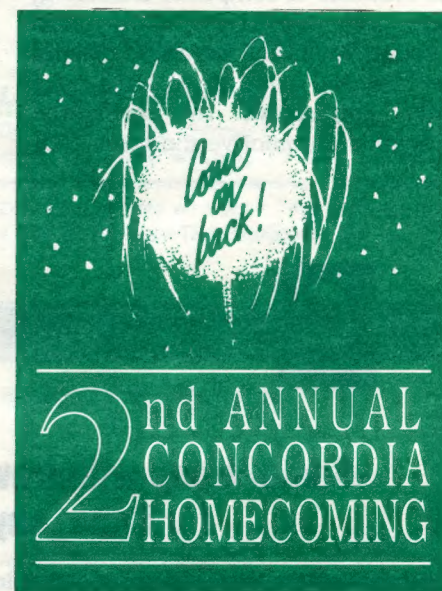
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Stingers football season kicks off with a win



PHOTO: Cliff Skarstedt

Stingers' Scott Hitchcock (dark jersey) knocks Carleton quarterback off-balance during CIAU football action Saturday. The Stingers won 27-16.



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An exhibit mounted by the English Department's Larry Nowicki complements the one now at the Montréal Museum of Fine Arts. At the Vanier Library, the literature of the 1920s is explored and displayed.

Dean's Honour List

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The Faculty of Arts and Science pays tribute to its best of 1990-91 with the publication of the complete list of names on the Dean's honour roll.

Sexual Harassment Awareness Week

September 24-26 is Sexual Harassment Awareness Week. Activities include a self-defense demonstration, theatre performances and an information plaza in the Hall Building. The Supplement in this issue contains a six-month status report written by the Sexual Harassment Officer, as well as the University's Sexual Harassment Policy reprinted in full.

Anti-apartheid leaders to visit

Anti-apartheid activists Walter and Albertina Sisulu will be visiting Montréal and Concordia next week, on September 22 and 23.

Walter Sisulu is Deputy President of the African National Congress. Albertina Sisulu is President of the Federation of South African Women.

An open meeting has been scheduled for Sunday (Sept. 22) at 7:30 p.m. in Room 435 of the Henry F. Hall Building. Concordia's Rector, Patrick Kenniff, will meet with the Sisulus privately on Monday to discuss the present situation in South Africa.

The Sisulus' visit has been organized by the Centre d'information et de documentation sur la Mozambique et l'Afrique australe.

— DGV

Minister seeks applied research

University researchers should help economy

by Karl Jarosiewicz

As the source of much of Canada's applied research and development, universities must accept the responsibility of working closely with the private sector, according to Canada's Minister of Science, Industry and Technology.

William Winegard officiated at the opening ceremonies of Cancom '91, the First Canadian International Composites Conference and Exhibition, held Sept. 4 to 6 in Montreal.

Sponsored by the Canadian Association for Composite Structures and Materials (CACSMA), the event was a forum for industry specialists, scientists and students of composite technology from 10 countries. Composite materials, including advanced plastics, graphites and metal alloys, are increasingly important in aerospace, aeronautic, automotive and sports tech-

nologies.

Winegard is an engineer by training. Despite the preferences inherent in his own background as a former university administrator, he reminded the audience that it is applied technology, not pure, curiosity-driven research, that produces a strong national economy.

Little Canadian private sector research

Government decision-making on research funding is influenced by two factors: the need for Canadian industry to catch up with the demands of a changing global economy, and the low level of private-sector research in this country.

Scientists would prefer "to receive their grants with no strings attached," but he asked academics to consider the industrial applications of their work. They should ask themselves: Will this work generate new products and jobs, as well as attract young people to careers in the sciences?

The minister pointed to the dilemma that governments face in regard to funding. Should money go toward technologies that support existing industrial infrastructures, or should it be used to create technologies that generate new industries in the years to come?

Professors should always be refining the way they approach science projects and "challenging every theory they come across," he said.

The minister praised the scientists at the conference for building bridges of understanding among universities, in-

dustry and government, and across the international science community.

Exhibitors at Cancom '91 included the National Research Council of Canada, the Department of Mechanical Engineering of Concordia University, the Centre de recherche industrielle du Québec, Ecole Polytechnique de Montréal, and representatives of companies on the leading edge of composite material technology.

Suong V. Hoa, of Concordia's Mechanical Engineering Department, is on the executive committee of CACSMA.

Fundraising begins for proposed Chair in intercultural relations



PHOTO: J.A. Martin/BRUMART

Multiculturalism Minister Gerry Weiner (left) presents \$400,000 cheque to Concordia Rector Patrick Kenniff (centre) and UQAM Rector Claude Corbo (right).

by Eve Krakow

Expressing his horror at such recent events as the civil war in Yugoslavia and the French Prime Minister's suggestion of mass deportations from her country, federal Multiculturalism Minister Gerry Weiner hopes that a proposed academic Chair in Intercultural, Ethnic and Race Relations studies will teach us how to live together.

The minister presented a \$400,000 cheque to Concordia University and the Université du Québec à Montréal to establish the proposed joint chair. More than 100 people from various ethnic communities and groups working to improve intercultural and race relations attended the presentation.

"Over the past few weeks we have watched the collapse of an order which, for over 70 years, tried to enforce assimilation and conformity on its people," he said, referring to recent

developments in the U.S.S.R.

"Is that the model of ethnic relations we wish to follow? This chair will help us understand what role cultural diversity has played throughout our history, and how we can continue to manage our ethnic and cultural differences so as to benefit from our diversity," he said. "It will help us understand the causes of racism, how it works, and most importantly, how to eliminate it."

This first donation is the beginning of a fundraising campaign. Organizers say they'll need at least \$1 million to endow the chair.

Erratum

In the page 2 article about the North American-Soviet conference in the last issue, Mechanical Engineering Professor and conference chair W.G. (Fred) Habashi was pictured with academician Oleg Belotserkovsky, Director of the U.S.S.R. Academy of Sciences, Institute of Computer-Aided Design. Belotserkovsky was misidentified as Leonid Turchak.

OFF THE CUFF

edited by Bronwyn Chester

Soviet troop withdrawal not end of world for Cuba, says Tresierra

Off the Cuff is a weekly column of opinion and insight into major issues in the news. If you are a Concordia faculty member and have something to say "off the cuff," call CTR at 848-4882.

Last week Soviet President Mikhail Gorbachev announced that he would pull out about 11,000 Soviet troops from Cuba, reversing the 30-year Soviet policy of maintaining a military presence next door to the United States. While the Cuban government was disappointed by the fact that it was not consulted on the matter, the actual withdrawal will make little difference, said Concordia Sociology Professor **Julio Tresierra**. *Cuba may be in an economic crisis due to the end of its supply of subsidized oil from the U.S.S.R., but we are not seeing the end of socialism in Cuba, he said. As for the troop withdrawal, it is merely symbolic.*

"Whenever you consider Cuba, you must distinguish between the political situation of Cuba and the North America-fabricated perception of Cuba. There is no doubt that Cuba is in crisis. Now that the country must purchase oil on the world market, the country has less therefore everyone receives less. The whole country has had to make sacrifices. But this does not mean that Cuban socialism is in crisis.

"The country may have had help in establishing its systems of production from the Soviet Union and Eastern Bloc countries, but the most important change in Cuba, within the Latin American context, was in its system of distribution, where it had no help. Remember, Fidel [Cuban president Castro] was never attached to the Soviet model of socialism; in fact, for the past 20 years, he has been highly critical of the Soviet Union. He has always tried to promote a Latin American socialist alternative.

"The result is that today, there is far less economic disparity in Cubans than in any other Latin American country, including those that have received far more in aid money. This makes Cuba a constant reminder to the U.S. of the failure of capitalism in Latin America, including such countries as Mexico, Argentina and Chile. Also, the presence of Cuba as the only socialist country in the region means the U.S. cannot talk about Caribbean integration; it must negotiate trade agreements one by one, bilaterally.

"Another element is the ongoing competition between the U.S. and the EC (European Community) for markets in Latin America. In this context, Cuba plays a significant role in programmes of eventual economic integration in the Caribbean basin."

Writers and Artists: Paris in the 1920s

Romance of ex-patriates of that period is captured in books

Vanier Library exhibit complements Museum's 1920s retrospective

by John Timmins

At one point in the 1920s, there were 40,000 Americans in Paris. Not all of them became legendary writers, but there was a romance about the American in Paris — young, poor, but rich in art and ideas — that seems as fresh today as it did when Hemingway and Fitzgerald sat down for a drink at the Closerie des Lilas.

A complement to the Musée des Beaux Arts' stunning current show on the 1920s art scene, "The Age of the Metropolis," has been provided by English Professor Larry Nowicki, who offered to display his rare books from that period at Concordia's Vanier Library on the Loyola Campus.

Most works from Nowicki's collection

Most of the signed and first editions featured in "Writers and Artists: Paris in the 1920s" (September through November), come from Nowicki's personal collection. The exhibit also includes contributions from Nowicki's neighbour and fellow collector Brian John Busby, and from Concordia's own collection.

Nowicki, who would like to see an accessible rare book section in the new central library at Concordia, has had a love affair with rare books that goes back to his student days in New York and Paris. He still calls Paris his second home.

"This is not an exhibit for bibliophiles. This is an exhibit to indicate that there are books of a certain quality that were put together in every detail by people with sound taste," he said.

You won't find the original manuscript of *The Great Gatsby* or the first edition of Hemingway's *In Our Time* (published by Three Mountains Press and now worth \$17,500 U.S.) but you will find other literary treasures at the exhibit.

Rare signed copies include lesser-known works by Gertrude Stein, Sherwood Anderson and James Joyce. There's a first edition by T.S. Eliot on the metrics of Ezra Pound. The University has contributed a copy of Pound's *Indiscretions*, No. 19 of 300 copies.

Also from Concordia's Norris Library is a letter written by Henry Miller to a bookstore owner about the diaries of Anais Nin. Miller fans should look for three signed works, including an illustrated poem and a scenario for a screenplay of Nin's *House of Incest*.



The Museum's 1920s poster

Works by Canadian writers John Glassco and Morley Callaghan, who wrote memorably about their youthful indiscretions in Paris, have a section in the Vanier's display cases. There is another section for black American writers of the Twenties, most of whom did not get to France. F. Scott Fitzgerald is represented, and so is his wife, Zelda, and friends Robert McAlman, Sylvia Beach, Man Ray and John Dos Passos.

These writers and artists did not work and play in a social vacuum, explained Nowicki. They were popularized in large measure by the astute publishers of Paris-based magazines such as *The Transatlantic Review* and *Transitions*. Two issues of *Transitions* are on display; the cover of one is by Picasso, the other by Man Ray.

Like the magazines, most of the publications of these avant-garde writers — by such houses as Black Sun, Contact Press and Three Mountains — were labours of love on a shoestring budget. "Most were hand presses. They pulled every page one at a time," Nowicki said.

What was it about Paris in the 1920s that continues to fascinate? Nowicki, who developed and teaches a course at Concordia called "American Writers in the 1920s", had this explanation:

"These people shared a sense that life is not a horizontal process of being born and dying. They give us a fantasy of irresponsibility, of living.

"Paris was good place to be in the 1920s. You could be left alone to do what you wanted without anyone bothering you. Don't forget that America was a provincial piece of work at that time."

And by the way, Nowicki added, when Hemingway and Fitzgerald sat down in a bistro, it was Hemingway who did the ordering. "Fitzgerald didn't have enough French to read the menu."

AT A GLANCE

by Donna Varrica

Concordia is a vibrant collection of people, places and activities. At-a-Glance is one vehicle for discovering some of what is happening here. This column welcomes your submissions.

- Concordia was well represented at AMTEC '91, the annual meeting of the Association for Media and Technology in Education in Canada last June in Ottawa-Hull. The theme was "Challenging the Technology." Education Professor **Jon Baggaley**, MITE AVISTA Head **Helen Bambic-Workman**, **Salvatore Valentino Berrara**, Education Professor and Assistant Director, Research and Development in the Audio-Visual Department, **Gary Boyd**, MITE AVISTA staffers **Stefan Buchholz** and **Danielle Comeau**, and **Jamie Piekarz** led workshops on the many applications of interactive multimedia work as well as audio digitizing, production and three-dimensional animation.
- Jon Baggaley gave lectures on his media research work in Baltimore, Chicago and to the National Academy of Sciences in Washington, D.C. He also participated in conferences for the development of the next U.S. national television campaign about AIDS, with the Centre for Disease Control in Atlanta, Georgia.
- Simone de Beauvoir Institute Lifetime Honourary Fellow **Pat Morley** has been awarded a Japan Foundation Fellowship for her research on Japanese women. This provided financial support for her trip to Japan this fall. Morley's book-in-progress is titled *The Mountain is Moving: Japanese Women's Writing/Women's Lives*. The same project garnered the Regional Municipality of Ottawa-Carleton Literary Award last spring.
- The Department of Leisure Studies welcomes **Nathaly Gagnon** in a new full-time tenure track teaching position. Programme Director **Randy Swedburg** went to Vancouver last April to participate in the Annual General Meeting of the Canadian Institute for Mining, Metallurgy and Petroleum, where he spoke about "The Iron Ore Company of Canada: A Success Story, Employee Health and Lifestyle." He led a workshop titled "Creating an Employee Health and Lifestyle Programme." In May, Swedburg attended the Learning Unlimited Conference in Regina to lead two workshops, "Breaking Down the Learning Barriers for Older Adults," and "Leisure, Lifestyle and Learning."
- Welcome to Concordia: **Mary Appezzato** (Graduate Studies), **Miguel Artola** (Engineering Machine Shop), **Roger Azevedo** (Education), **Joanne Benoit** (Psychology), **Brenda Brisson** (Financial Aid Office), **Therese Brisson** (Exercise Science), **Donatella Caputo** (Centre for Building Studies), **Normand Dubeau** (Physical Plant), **Oksana Dykyj** (Audio-Visual), **Tim Foreman** (Residence), **Sharon Hancock** (Rector's Office), **Gilles Huard** (Mechanical Engineering), **Peter Kaldis** (Civil Engineering), **Bryan Kenney** (Student Accounts), **Kathy Kenney** (Institute for Co-operative Education), **Miriam Littman** (Residence), **Norman Mackend** (Commerce and Administration Support Staff), **Claudia Melchiorre** (Rector's Office), **Isabelle Mireault** (Études françaises), **Donna Munday** (Graduate Studies), **Colleen Murphy** (Graduation), **Anne Nathanson** (Off-Campus & Distance Learning), **Tracey Panneton** (Art Gallery), **Maria Trioli** (Biology) and **Kathy Usas** (Chemistry and Biochemistry).

General Graduate Fellowship Information Sessions

If you are currently registered in the last year of your undergraduate degree and planning to pursue graduate studies next year, or if you are presently enrolled in a graduate programme and are looking for sources of funding to pursue your graduate studies, we urge you to attend one of these sessions.

Sept. 19, H-769, 11 a.m. - 12 p.m.

Sept. 24, H-769, 2 p.m. - 3 p.m.

Sept. 27, H-769, 1:30 p.m. - 2:30 p.m.

For October sessions, please consult future issues of *Concordia's Thursday Report*.

LETTERS

T O T H E E D I T O R

Job equity report encourages 'reverse discrimination'

✉ To the editor:

Professor Lalita Prasad Singh, my colleague in the Department of Political Science, calls the shameless exercise called "Joint Equity Pay Study Report" a "noble endeavour in corrective justice," no less. Those of us who regard that report as the kind of "noble endeavour" for which any first-year student in Statistics would receive a failing grade, are to be denounced. If L.P. Singh considers the appropriation of between \$6,000 and \$10,000 "ratrapage" for each woman professor (not for women secretaries!) to be a process for which all male faculty members should "cheerfully accept financial sacrifices," then I suggest that L.P. Singh's understanding of the "cause of Justice" at Concordia University is truly amazing!

I was one of the CUFA Council members who fully supported a study, on the basis of which genuine disequities against women faculty members were to be redressed. I did not, however, anticipate an absolutely outrageous "study" in which the *a priori* hypotheses about an alleged systemic discrimination against women professors (women deans, women vice-rectors) were to be substantiated in a manner and by means of "cooked statistics" that would horrify even a junior high school student of the subject.

What in fact did this infamous report actually prove, except that systemic salary discrimination against women professors at this university could *not* be substantiated? Notwithstanding such proof, however, the administration went blithely ahead, regarding it as a proven fact that there *does* exist a salarial systemic discrimination against women faculty members on the basis of their gender, and only on the basis of female gender.

My colleagues in Mathematics, Statistics and Decision Sciences will — and they have — furnished irrefutable evidence for the utterly flawed and un-

acceptable procedures that were employed in the compilation and interpretation of the report, so as to arrive at a conclusion that was taken *a priori*. Equity is a noble word, and those who presume to deal in equity and equity status ought to be above suspicion in misusing the word, so that not equity but dis-equity is established.

Words have a tyranny of their own, and they have been and they are scandalously prostituted in order to serve purposes for which they were not intended. "Democracy" was prostituted by the Communist regimes, "national socialism" by Hitler and his professional murderers, "liberté, égalité, fraternité" by the butchers at the guillotines of the 18th-century French Revolution.

Corrective justice, equity, opposition to discrimination on the basis of gender, ethnicity, age, what have you, are indeed necessary wherever they are indicated.

We presently face a situation here at Concordia University which is no longer one of equity, but which quite surely exists as reverse discrimination and disequity against male applicants for academic positions. "Everything being equal," as the collective agreement reads, it is the woman applicant who has got to be employed, and it is the man applicant who can go to hell.

Yet, when is "everything" actually equal? Decision makers in this university have publicly and privately expressed views to the effect, that whenever a female applicant for an academic position competes against a male applicant everything is *always* equal!

Long live the cause of justice, long live the cause of equity — real justice and real equity.

Klaus J. Herrmann
Associate Professor
Political Science

Concordia's Work Plan for the Federal Contractors Programme has been approved and is available in the Employment Equity Office for consultation. Call 848-8749 for more information or visit the office in Annex K (2150 Bishop), Room 120.

Concordia's Thursday Report is interested in your letters, opinions and comments.

Letters to the Editor should be signed and include a phone number. Please limit your letter to 500 words. The Editor reserves the right to edit for space considerations although the utmost care will be given to preserve the core of the writer's argument. Send Letters to the Editor to BC-117, or fax 848-2814. Letters must arrive by Friday noon prior to Thursday publication.

Report should not be accepted at face value

✉ To the editor:

In his letter (CTR, Sept. 12), Professor L.P. Singh makes implicit reference to the *Joint Pay Equity Study Report* (May 1991). The report, conveniently timed, was announced jointly by the Administration and CUFA on May 29. To the best of my knowledge, as of early September, this report was neither reviewed nor discussed at any level of the academic units. It is also my understanding that only a few faculty members have studied the report.

The report is the product of a two-year study on pay equity issues at Concordia, carried out by a consulting company under the joint direction and supervision of Administration and CUFA. It is a crucial document with long-term consequences.

Whether one believes in pay equity (or in any other equity) should be well beyond discussion at an academic (or at any other) institution as we are heading into the 21st century. However, this understanding should be no reason to accept blindly and without critical assessment any resolution that is put in front of us in the name of (pay) equity. If, even the well-accepted hypotheses and theorems of global knowledge are not scrutinized and subjected to further tests in a university, where else will such questioning take place?

I believe that the report, unfortunately, fails badly on a number of grounds in this respect, namely:

1. The statistical model, experimental design and interpretation of statistical parameters (findings) which

the study is built on are seriously flawed to the extent that they may render the entire report to be null and void.

2. The salary adjustments based on this technically flawed study are discriminatory in nature, the very evil that it was originally supposed to tackle and resolve.
3. There are procedural practices exercised during the study and the implementation phases which are highly questionable in terms of certain sections of the Collective Agreement and the Letter of Agreement signed between the Administration and CUFA.

As such, there is a need for discussion of the report at all academic (departments, faculties) administrative (Senate, Board of Governors) and CUFA (executive committee, council) levels. This well-intended but ill-prepared and ill-implemented report has to be rectified if Concordia is to be a credible institution on pay-equity issues.

Is a university-wide discussion not a more scholarly and productive way of dealing with these issues, rather than, as suggested in Professor Singh's letter, asking "male faculty ... [to] denounce those who resist the process [of pay equity]"? Those who are resisting this process are simply exercising the right of grievance granted to them by the Collective Agreement for firmly felt violations of that agreement.

Ahmet Satir
Associate Professor
Department of Decision Sciences
and MIS

Concordia's Thursday Report

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BRIEFS

Affinity Card has no other affiliations but Concordia

A paragraph in a pro-choice pamphlet may give the impression that Concordia's Affinity MasterCard with the Bank of Montréal is somehow linked with the anti-abortion movement.

The pamphlet, produced by the Concordia Pro-Choice Collective 1991, titled "Childbirth by Choice," is circulated on campus. The paragraph reads: "The Bank of Montréal recently announced plans to offer a special MasterCard for 'Life'... Like the Concordia University MasterCard, a percentage of each transaction will go to Alliaance for Life Canada, the umbrella organization for the anti-abortion movement."

In a memo circulated by the Alumni Affairs Office, Director K. Ann Vroom said: "The Concordia University

MasterCard and any revenues generated from its use have nothing to do with Alliance for Life Canada, or any social, political or environmental group."

The Alumni Association is responsible for managing and marketing the credit card programme. The Bank of Montréal has agreed to pay Concordia a percentage of each transaction made by cardholders, based on an escalating scale of fees according to card usage. Also, a portion of the annual fee is remitted to the University. Funds are then disbursed by a steering committee whose membership includes representatives from the Alumni Association, the student body and the University administration.

— DGV

Overcrowded elevator stalls 18

Being stuck in an elevator may be the stuff of television sit-com plots but it's no laughing matter when it really happens. Ask 18 people who were crammed together in a stalled elevator for about an hour in the Henry F. Hall Building on the first day of classes.

Due to a serious overcrowding of the elevator, passengers were trapped for 45 minutes, according to Security, though some students said it took more

than an hour to be rescued. Maximum capacity levels are well-indicated both inside and outside the elevators at 10 persons/2,000 pounds.

Some passengers reportedly became dizzy or nauseous during the time the elevator was stalled, but the Fire Department was able to get to the 18 without further incident. Initially, rescue was hindered by the failure of the

See ELEVATORS page 10

Society for Mechanical Engineering re-elects T. S. Sankar as President

Mechanical Engineering Professor T.S. (Tom) Sankar has been elected for the third time as President of the Canadian Society for Mechanical Engineering (CSME). The CSME is the national learned society of mechanical engineering professionals from industry and universities across Canada. Sankar is nationally and internationally recognized for his research in the area of mechanical systems as well as for his contributions to education, industrial and international development. He has served the CSME for 23 years.

Mechanical Engineering Professor Vojislav Latinovic has been invited by the CSME to organize a mini-symposium on "CAD/CAM for the Transport Industry" to be held during the CSME Forum 1992. A call for research papers in geometric modelling, graphical simulation and animation, computer-assisted quality control, CAD/CAM interfacing and other related topics in CAD/CAM for the transport industry has been issued.

The Canadian Council for Theory of Machines and Mechanisms (CCTOMM) invited Mechanical Engineering Professor George Abdou to organize a mini-symposium on "Theory of Machines and Mechanisms in Transportation" to be held in Montréal during the CSME Forum 1992. A call has been issued for research papers in robotics, autonomous manipulation and mobility, material handling and automation in transportation systems.

—DGV

Weight Watchers' loss is Concordia's gain

The Weight Watchers at Work Programme will be offered on campus again this fall by Staff Training and Development.

The programme is designed to accommodate working people. Meetings are held on campus during the lunch hour, before or after working hours, in English or French. Times and language of each session is determined by the number and preferences of participants.

The one-hour meeting includes a 15-minute session during which participants are weighed in private. Issues such as food preparation and coping with various mealtime situations take up the remaining 45 minutes.

The 12-week programme costs \$102.97. If you attended last semester's programme, or if you are a lifetime member of Weight Watchers, the cost is \$97. Payments may be made in cash or by cheque or credit card (Visa, MasterCard). Facilitator Beth Lear will return to lead this year's sessions.

Last year, 16 people on the Loyola Campus lost a combined total of 232 pounds. At the Sir George Williams Campus, 53 people lost 504.5 pounds.

Promotion!!!

If you join Weight Watchers during the month of September, the cost of the 12-week programme is reduced from \$102.97 to \$77 for new members, and from \$97 to \$72 for returning or lifetime members. You will also be given a magnetic diary (value: \$16 retail) to record what you eat.

For more information or to register, consult the Staff Training and Development Programme or call Julie Lagarde at 848-3687.

HOMECOMING 1991 SCHEDULE OF EVENTS

Thursday, October 3

Chef d'oeuvre/Hors d'oeuvres: Concert and Reception
Loyola Campus - Concert Hall and Atrium
8:00 p.m.
Price: \$12.50

This year Homecoming kicks off with a stellar performance by Concordia Music Department faculty and students in the University's new Concert Hall. Following the show, a cocktail reception will be held in the Atrium joining the Concert Hall and the renovated Vanier Library. Don't miss this exciting opportunity to hear some of Concordia's finest performers and visit these beautiful additions to the Loyola Campus.

Friday, October 4

Campus Sightseeing Tours
SGW Campus - Hall Building Lobby
10:00 a.m. - 4:00 p.m.
Price: Complimentary - reservations requested

Hurry! Hurry! Hurry! Step right up and join a fabulous Campus Tour! Thrill to the many physical and academic changes to this dynamic University Campus! Take a tour from the Homecoming information booth in the Hall Building Lobby! There's one every hour, on the hour from 10 a.m. to 4 p.m. The excitement of science labs! The chills of the pottery studios! Come one, come all! Tours last approximately 60 minutes.

Puttin' on the Ritz - Gala Dinner/Dance

Ritz-Carlton Hotel, Oval Room
1228 Sherbrooke St. West
7:00 p.m.
Price: \$90.00
Ginger Rogers and Fred Astaire, move over. Concordia alumni are putting on their dancing shoes. This elegant black-tie Dinner/Dance returns as a highlight of the Homecoming line-up. Considered by those who attended last year to be the social event of the season, tickets are already being snapped up. Space is limited, so reserve early.

Saturday, October 5

Campus Sightseeing Tours
Loyola Campus - Administration Building Lobby
9:00 a.m. - 12 noon
Price: Complimentary - reservations requested

From the people who brought you the Sir George Williams Campus Tour, we are proud to present... the Loyola Campus Tour! Visit the old, the new and the renovated buildings. Enjoy the pastoral pleasures of Concordia's "country" campus. Tours leave the Homecoming information booth in the lobby of the Administration Building every hour on the hour, between 9 a.m. and 12 noon. Don't miss it!

Beyond the Shores of Meech Lake: A Panel Discussion

SGW Campus - Hall Building, D.B. Clarke Theatre
9:30 a.m.
Price: \$2.00

Join Dr. Henry Habib, Prof. Harry Angell, Dr. Everett Price, Dr. Harold Chorney and Prof. Marvin Herschorn from the Political Science Department for this fascinating discussion on Canada's constitutional future. Coffee and croissants will be served.

Use your Common Science: A Fair

Loyola Campus - Hingston Hall Room 131
10:00 a.m. - 2:00 p.m.
Price: Complimentary

Ever wonder how electricity really works? Why there are colours? Just how the fizz got into your soda water? Well join our hands-on science fair and find out the answer to these and many other fascinating questions. Adults and kids of all ages will marvel at the magic of science.

A Whole Brunch of Fun

Loyola Campus - Hingston Hall Cafeteria
11:30 a.m. - 1:00 p.m.
Price: \$8.00 adults/\$5.00 children
Hearty fare and fun for the whole family. This delicious brunch provides the perfect opportunity to relax and recharge before the afternoon's exciting events. The Homecoming magician will keep both children and adults enthralled.

Homecoming Cup/Shrine Bowl Football Game

Loyola Campus - Football Stadium
1:00 p.m.
Price: \$4.00 (\$6.00 at the gate)
Go! Stingers! Go! Reserve your tickets now for the special alumni section of the football stands and cheer on the Concordia Stingers as they defend the Homecoming Cup against their arch-rivals the McGill Redmen. Children under 12, accompanied by an adult, will be admitted free.

Lights, Camera, Action: A Film Screening

Loyola Campus - F.C. Smith Auditorium
2:00 p.m.
Price: Complimentary - reservations requested

Roll 'em! This selective screening and discussion of student films highlights some of Concordia's hottest talent. Don't miss this chance to see award-winning work from the University's Communication Studies Programme and Cinema Department. Register now to ensure your front row seats.

Under the Big Top: The Rector's Reception

Loyola Campus - Stadium Field - Tents
4:00 - 6:00 p.m.
Price: \$5.00

And in the centre ring you will find players, coaches, filmmakers, alumni, students, friends and refreshments. Everyone is invited to this thrilling event during which the Rector will attempt to present The Homecoming Cup, to the Stinger's most valuable player - all without a net!

A 25th Reunion: The Rector's Dinner

Saint James's Club
1145 Union Street
7:30 p.m.
Price: \$40.00

Do you remember Trudeauania? Beatlemania? When Elvis was still alive? Your graduation? Well have we got the party for you. Rector Patrick Kenniff hosts this special 25th reunion celebration for the 1966 graduates of Loyola College and Sir George Williams University. Our archival display from this reunion year will help you identify that oh-so-familiar face across the room, so make sure you don't miss this once in a lifetime event.

A 30th (and prior) Anniversary: The Chancellor's Dinner

University Club
2047 Mansfield Street
7:30 p.m.
Price: \$40.00

University Chancellor, the Honourable Alan B. Gold, hosts this entertaining evening for graduates celebrating their 30th and prior reunions. This dinner, with its archives and anecdotes is the perfect way to remember your salad days from Concordia's two founding institutions.

The Concordia Brewhaha: A Bash

John Molson Room, Brasserie Molson
O'Keefe
1670 Notre-Dame St. East
7:30 p.m.
Price: \$30.00

Something "aleing" you? You "malt" as well take part in this exciting evening of dining, dancing and camaraderie. A sumptuous buffet, complimentary beer and a lively D.J. promise to make this a "hops-ing" good evening. Please let us know if you wish to be seated with a specific group of people. Space is limited, so reserve your tickets now.

Sunday, October 6

Ecumenical Service

Loyola Campus - Chapel
10:00 a.m.
Campus Ministry invites all returning alumni and friends to an ecumenical Homecoming service Sunday morning.

Monday, October 7

Concordia Golf Tournament

Wind up this fabulous Homecoming weekend on the green at the renowned Royal Montreal Golf Club. This 9th annual tournament is always a hit. Don't get teed-off, make sure you register early. For more information and tickets, call Gabrielle Murphy at (514) 848-3823.

* Winner of the Homecoming Weekend for two at the Chateau Champlain is Watson Fournier, B.Eng. '81 from Kuujuaq, Quebec

FRIDAY "BROWN BAG" SEMINAR SERIES

Vanier Library Office Complex
Fall Term

The Friday "Brown Bag" Seminar Series was initiated last year to mark the establishment of four departments — History, Philosophy, Political Science and Sociology and Anthropology — in the Vanier Library Office Complex. The purpose of the Seminar is to provide a forum for faculty and graduate students in these departments, and others as well, to discuss their research and to exchange ideas. The first series was very successful, and we look forward to seeing more of you in the second series this year.

Presentations

Oct. 4: Professor Bob Tittler (History)

"Political Culture and Material Culture in the English Urban Community, c. 1450-1650."

Oct. 18: Professor Judith Herz (English)

**"Colonialism, Post-Colonialism and Forster's
A Passage to India"**

Nov. 8: Professor Reeta Chowdhari Tremblay (Political Science)

"Distributive Justice and the Indian State: Should We Dismantle the State?"

Nov. 22: Sister Prudence Allen (Philosophy)

"Sex or Gender? Some Philosophical Implications"

The seminars are open to faculty and graduate students, and are held from noon to 1 p.m. in the third floor lounge of the Vanier Library Office Complex. Bring your lunch and enjoy informal discussion and collegiality.

For more information, contact Susan Hoecker-Drysdale at 848-2158 or 848-2155.

Students sign petitions asking for more courses

Two petitions calling for more courses circulated among Concordia students during the first two weeks of school.

Concordia Accounting Society members passed a petition calling for the scheduling of one day course for every night course given in the Department of Accountancy, beginning with the 1992 summer session. They gave as reasons: the decrease in summer course offerings, students' erratic summer work schedules, and the "unbearable" registration process owing to over-demand.

Meanwhile, the Concordia International Business Association petitioned the Faculty of Commerce for the creation of a Department of International Business, "given the consistent lack of teaching staff, funding, variety of courses, and open class sections" in the programme.

— RMB/BB

Guidance Services hosts Volunteer Fair in Hall Lobby

Concordia's Guidance Services will be sponsoring a Volunteer Fair with the Volunteer Bureau of Montréal on Friday, Sept. 20 in the Henry F. Hall Building Lobby from 10am to 4pm. Between 25 and 30 community groups are

expected to participate in the event. It will provide students with the opportunity to explore volunteer possibilities. Studies have shown that volunteer experience is highly regarded by prospective employers.

— DGV



Concordia University Part-Time Faculty Association
*Association des professeur(es) à temps partiel
de l'Université Concordia*

Annual General Meeting
Assemblée générale annuelle

**Monday, Sept. 30, 1991
3 p.m.
Faculty Club Lounge
Henry F. Hall Building**

**le lundi 30 septembre 1991
à 15 heures
dans le foyer du Faculty Club
(Pavillon Hall)**

The agenda will include:

- minutes of last AGM
- Treasurer's Report
- **Report from the negotiating team on the status of PTF's first collective agreement**
- Election of your Executive 1991-92
- Any other business

À l'ordre du jour:

- Procès-verbal de la dernière assemblée générale annuelle
- Compte rendu de la trésorière
- **Bilan de l'équipe de négociation sur la première convention collective des professeur(es) à temps partiel de l'Université Concordia**
- Élection des membres du comité exécutif pour 1991-92
- Varia

Wine & Cheese 'Welcome Back'
Your Executive urges all Part-Time Faculty to attend.

Vin et fromage pour 'La Rentrée'
Les membres du comité exécutif espèrent que vous serez des nôtres.

Next week, the CONCORDIA TODAY Information Line invites two special guest speakers: Sally Spilhaus, Sexual Harassment Officer, and Robert Eschenasi for the Concordia Shuffle.



What is CONCORDIA TODAY?

A weekly telephone information line. By dialling 848-TODAY (local 8632), you will have access to a brief message outlining Concordia news, coming events and special activities. It takes only one phone call — to be better informed all week long!

What is its purpose?

CONCORDIA TODAY is a public relations service for all members of the University community, including faculty, students, staff, and alumni. It's a way to help assure that Concordia news and information circulates throughout the entire community — all 80 civic addresses on both campuses!

How can you get your information on CONCORDIA TODAY?

If you have a news item of 'University-wide' interest, send it in to the Public Relations Department. Submissions will be selected on the basis of their 'University-wide' value; priority will be given to items with immediate deadlines.

What is 'University-wide' interest?

- ☎ News that affects the entire Concordia community.
- ☎ Information regarding academic and administrative policies, programmes and University activities.
- ☎ Reports about the University's contribution to the wider community through teaching, research findings and community-related service.
- ☎ Interviews that members of the University community have with local and national print and broadcast media.
- ☎ Major announcements from academic and non-academic units and campus organizations.
- ☎ Ideas and information of general interest or use to people at Concordia.
- ☎ Events of campus-wide interest.

What is our deadline?

Material must reach the Public Relations Department by Tuesday at 5:00 p.m. for inclusion in the following week's message. Send your material to the attention of:

CONCORDIA TODAY
Public Relations Department, Bishop Court, S-BC-119
or call 848-4883

INFO-CONCORDIA en français: 848-7369

This fact sheet is available in French by calling the Public Relations Department at 848-4880.

Concordia's Thursday Report SUPPLEMENT

SEXUAL HARASSMENT AWARENESS WEEK

Concordia's Sexual Harassment Office

A reflection on the first six months

Concordia's decision to tackle the problem of sexual harassment more effectively started to take concrete form in January of this year, with my appointment as the first Sexual Harassment Officer. Armed with the newly approved Sexual Harassment Policy, an office and a budget, I plunged into the task of setting up the service with the enthusiasm of a newcomer. As such, my first weeks on the job were spent finding my way around the administrative landscape of Concordia and becoming acquainted with some of the key actors in the population.

The process was informative. The position of Sexual Harassment Officer affords a unique perspective on the community. It is no surprise that the subject of sexual harassment makes people uneasy, and Concordians are no exception in this regard. When questions are raised about sex and power, people react with caution, defensiveness, vulnerability, and a desire to tread softly. These were the nuances which often underlay the view expressed by most people that sexual harassment is a pernicious problem, that it exists at Concordia and that it should be dealt with effectively. I myself believe that persuasion and humour are more effective than a sledgehammer when doing education on sexual harassment, so long as the soft approach is not at the price of effective action on complaints.

While most agreed that "something must be done," not everyone liked the Policy itself. There was some concern that a heavy, structured approach would work against the need for flexibility and subtlety in dealing with the problem. Nevertheless, these frank discussions about ways

and means did not detract in any way from the encouragement, support and respect that was extended to me in my new role. This support has not dwindled; if anything it has grown as the experience of working together has cemented alliances and given birth to imaginative ideas for tackling mutual concerns.

Officers need support and freedom to act independently

Sexual Harassment Officers need two things from the administration of their universities if they are to be effective: strong support and freedom to act independently. Neither has been lacking so far and I am fairly convinced that this is a good indication that Concordia means business.

The main focus of activities for the remainder of the term was to lay the groundwork for the services of the Office, so that it would be equipped to handle an expected increase in the number of inquiries as a result of next week's awareness campaign. Firstly, this involved developing an informed referral network throughout the University, in order to ensure that victims of sexual harassment get directed to the right place. Members of Concordia who are potentially in a position to refer victims were identified and trained to deal with the typical reluctance of such people to seek help.

The second preoccupation was to identify and begin the process of training those members of the University who will be called upon to participate in the formal complaint procedures. Initially this simply means establishing comfortable working relations with particular individuals: trust and understanding are key prerequisites to effectiveness

in case management. Participants also need an explanation of the Policy and information about the nature and impact of sexual harassment. The most interesting and rewarding aspect of this collaboration has been actually working on cases. We have had to invent as we go along, always carefully evaluating the process afterwards. Much has already been learned.

As the existence of the Office began to be known around campus, so the telephone started to ring. A careful log was kept of all inquiries, in order to determine just what use the community would

Continued on page Supplement - 4

A letter from the Rector

19 September 1991
To the Concordia Community:

As part of Concordia's active commitment to foster an environment free from all forms of discrimination, the University has in the past year approved a policy against sexual harassment and established an office to handle complaints and to increase awareness of the problem.

Next week is Sexual Harassment Awareness Week at Concordia. It is not the first time that we have organised such an activity. This time, however, the information campaign is backed up with specific mechanisms to enable the University to respond more effectively to complaints of sexual harassment.

As can be seen from the following report, the presence of a Sexual Harassment Officer has already started to focus both action and debate around the complex issues related to sexual harassment. This is to be welcomed, because the best way to combat sexual harassment is to bring the problem out into the open.

The University and the Sexual Harassment Officer need your support if the initiatives taken so far are to continue to flourish. Faculty members can help by alerting their students to the existence of the Sexual Harassment Policy and the services of the Office. Department heads can do the same for their staff. I encourage you all to familiarise yourself with the procedures of the Policy, and to participate in the forthcoming activities.

Patrick Kenniff
Rector and Vice-Chancellor

Sexual Harassment Awareness Week September 24, 25 and 26

Information booths on both campuses

Members of the Concordia Community may pick up pamphlets and browse through literature on sexual harassment and related subjects. Sally Spilhaus, Concordia's Sexual Harassment Officer, will be on hand to answer questions and meet people.

Video presentation

Videos will be playing on a continuous loop throughout the day at the Guadagni Lounge, Loyola Campus.

Model Mugging, Wed., Sept. 25, 12 noon, Henry F. Hall Building Lobby

Come and see Sally Spilhaus defend herself against a 200-lb. assailant. *Model Mugging* is a highly effective self-defense course for women. Participants learn to use their natural bodily strength to defend themselves against realistic "attacks" staged by the "model muggers," rigorously-trained men dressed in protective armour. The supportive environment provided by female instructors and volunteers helps students to develop both psychological and physical preparedness. You can conquer your fears and learn to be more assertive.

The Company of Sirens, Thurs. Sept. 26, 12 noon, D.B. Clarke Theatre

This troupe from Toronto, well-known for its treatment of today's social issues, takes a provocative and amusing look at the subject of sexual harassment. A discussion period will follow the performance.

POLICY ON SEXUAL

POLICY

PURPOSE

1. The University considers sexual harassment in all its forms, whether subtle or overt, to be a serious offence. Sexual harassment is a form of discrimination, of violence or both. It infringes on fundamental human rights and undermines personal dignity and integrity. It interferes with the work, study and academic environment of the University.
2. Concordia University endeavours at all times to provide a working and learning environment that is supportive of scholarship and research and of the fair treatment of all members of the University. The basis for interaction among all members of the University must be mutual respect, trust, cooperation and understanding.
3. The University does not condone behaviour, such as sexual harassment, that undermines the freedom, dignity, trust or productivity of any employee, or student.
4. Although men and women can be victims of sexual harassment, women are most often the targets of these practices. Sexual harassment can be a form of abuse of authority, and, in the case of women a manifestation of the perception of women's subordinated societal status. It can be exacerbated by discrimination on other grounds such as disability, race, religion, ethnic origin or sexual orientation. It is a serious equity issue.
5. The University has the legal and moral responsibility to ensure an environment free from sexual harassment for all its members.
6. To fulfill this responsibility, the University defines, in this policy, the term sexual harassment, provides a choice of procedures for resolution, and outlines a range of disciplinary measures up to and including dismissal or expulsion. An infrastructure to promote the prevention of incidents of sexual harassment through education is established.

Definition¹

7. Conduct of a sexual nature such as, but not limited to, sexual assault, verbal abuse or threats of a sexual nature, unwelcome sexual invitations or requests, demands for sexual favours, or unwelcome and repeated innuendos or taunting about a person's body, appearance or sexual orientation, constitutes sexual harassment when:
 - a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, academic status or academic accreditation; or,
 - b. submission to or rejection of such conduct by an in-

dividual is used as the basis for employment, or for academic performance, status or accreditation decisions affecting such individual; or,

- c. such conduct interferes with an individual's work or academic performance; or,
- d. such conduct creates an intimidating, hostile or offensive working or academic environment.

Jurisdiction²

8. The following individuals or bodies may initiate a complaint:
 - a. any member of the University;
 - b. the University, on its own behalf or on behalf of one of its members, if it chooses hearings as the procedure for resolution;
 - c. any duly constituted University association or union, on behalf of one of its members, if it chooses hearings as the procedure for resolution; and,
 - d. any person seeking to become a member of the University, in circumstances directly affecting one's application to become a member.
9. The following individuals or bodies may be the subject of a complaint:
 - a. any member of the University;
 - b. the University; and,
 - c. any duly constituted University association or union.
10. Members of the University are defined as faculty, employees and students.
11. Complaints may be made about any violation to this policy taking place on University premises, be they rented or owned, or in the course of any activities conducted by or on behalf of the University on other premises.
12. Reprisal or threat of reprisal against a complainant or against a person who has participated in proceedings under this policy, whether the complaint was substantiated or unsubstantiated, may constitute grounds for a complaint under this policy or under the Code of Conduct (Non-Academic).

General Principles

13. Complaints shall be made in writing and complainants shall be willing to be identified to the respondent in order for resolution to occur.
14. The complainant shall choose the procedure for resolution of the complaint; this choice is without any future prejudice.
15. Both complainants and respondents have the right to choose a member of the University, called an advisor, to accompany them throughout the proceedings.
16. Failure to comply with a resolution agreed upon as a result of the mediation or the administrative resolution procedures may result in disciplinary action by the University.

17. A complaint may be withdrawn at any time prior to the conclusion of the hearing procedure, thereby terminating the procedures.

Endnotes

¹This definition is the same as that adopted in May 1989 by the Canadian Association of University Teachers (CAUT) in its "Policy on Professional Ethics and Professional Relationships."

²Complaints about behaviours, other than sexual harassment, which violate the University's governing principles fall under the jurisdiction of the Code of Conduct (Non-Academic) or of the Ombuds Office.

PROCEDURES

General Procedures

1. The term "days" shall refer to working days.
2. All deadlines are binding, except where the possibility of extension is stipulated herein.
3. A detailed complaint shall be made in writing to the Sexual Harassment Officer as soon as possible, but no later than within nine (9) months of the alleged incident or of its discovery.
4. The complainant shall make a written request, within five (5) days of the filing of the complaint, to proceed with one of the following procedures for resolution:
 - a. administrative resolution;
 - b. mediation; or,
 - c. hearing procedure.
5. If administrative resolution fails, the complainant may opt either for mediation or for the hearing procedure. If mediation fails, the complainant may only choose the hearing procedure. Once a complainant selects the hearing procedure as the option for resolution, there is no further recourse upon its conclusion, except for appeal.

Administrative

Resolution

6. A complainant may request, in writing, administrative resolution by an Appropriate Authority as the first stage in the process of resolution.
7. Within five (5) days of receipt of the request for administrative resolution, the Sexual Harassment Officer shall forward a copy of the complaint and of the request to the respondent and to the Appropriate Authority.
8. The Appropriate Authority is:
 - a. the Academic Dean, in the case of a complaint against a faculty member or a person employed in a faculty or in the Division of Graduate

- Studies; or,
- b. the Academic Dean or the Director of Continuing Education, in the case of a complaint against a student; or,
- c. the Chairman or Chairwoman of the Board of Governors, in the case of a complaint against the Rector; or,
- d. the Senior Administrator (Rector, Vice-Rector, Secretary-General, Associate Vice-Rector or Director, as the case may be) to whom the respondent reports most directly, in the case of a complaint against any other employee of the University.

9. The Appropriate Authority shall assist the parties in the settlement of the complaint as expeditiously as possible, but in any case not more than twenty (20) days after receiving the request for administrative resolution. This delay may be extended, in exceptional circumstances, by the Sexual Harassment Officer.
10. The Appropriate Authority may consult with the Sexual Harassment Officer in order to resolve the complaint.
11. Administrative resolution may result in a mutually acceptable resolution or in failure to resolve.
12. If a mutually acceptable resolution is agreed upon, the Appropriate Authority shall write a report detailing the steps taken to resolve the complaint and have it signed by the complainant and the respondent within five (5) days of completion of the process. The report of resolution shall immediately be sent to both parties and to the Sexual Harassment Officer.
13. If there is failure to resolve, the Appropriate Authority shall write a detailed report to this effect, within five (5) days of completion of the process, and shall immediately send the report to the Sexual Harassment Officer and to both parties.
14. If there is failure to resolve and no additional written request for resolution through the use of another procedure is received from the complainant within ten (10) days of the date of transmission of the report of failure to resolve, the complaint shall be deemed to have been withdrawn.

Mediation

15. A complainant may request, in writing, mediation in the following circumstances:
 - a. as the first stage in the process of resolution; or,
 - b. if administrative resolution fails.
16. In the case of 15b., a complainant shall make a request for mediation to the Sexual Harassment Officer, within ten (10) days of the date of transmission of the report from the Appropriate Authority that administrative resolution has failed.
17. Within five (5) days of receipt of the request for mediation, the

Sexual Harassment Officer shall forward a copy of the complaint and of the request to the respondent, and shall seek an agreement from the respondent to participate in mediation. The respondent shall reply within ten (10) days of the date of transmission of this request.

18. If the respondent has not agreed to participate in mediation within fifteen (15) days of the date of transmission of the request to participate, the Sexual Harassment Officer shall write a factual report of failure to resolve, and send copies to both parties.
19. If both parties consent to mediation, the Officer shall provide them with a trained Mediator, within ten (10) days of agreement to mediate.
20. The mediation process shall be concluded as expeditiously as possible, but in any case not more than twenty (20) days after the appointment of a Mediator. This delay may be extended, in exceptional circumstances, by the Sexual Harassment Officer.
21. If a mutually acceptable resolution is agreed upon, the Mediator shall write a report and have it signed by the complainant and the respondent within five (5) days of completion of the process. The report of resolution shall immediately be sent to both parties and to the Sexual Harassment Officer.
22. If a resolution is not reached, the Mediator shall issue a report to this effect, within five (5) days of completion of the process, and shall immediately send copies to the complainant, the respondent and the Sexual Harassment Officer.
23. If there is failure to resolve and no additional written request for resolution through the use of the hearing procedure is received from the complainant within ten (10) days of the date of transmission of the report of failure to resolve, the complaint shall be deemed to have been withdrawn.

Hearing Procedure

24. A complainant may request, in writing, the hearing procedure before a Sexual Harassment Hearing Board in the following circumstances:
 - a. as the first stage in the process of resolution; or,
 - b. if administrative resolution fails; or,
 - c. if mediation fails.
25. In the case of 24b. or 24c., the complainant shall make a request to the Sexual Harassment Officer, within ten (10) days of the date of transmission of the report of failure to resolve.
26. Within five (5) days of receiving a request for the hearing procedure, the Sexual Harassment Officer shall forward a copy of the complaint and of the request to the respondent and to the Code Administrator.
27. The Standing Panel, consisting of pools of students, employees and faculty, as established under the Code of Conduct

HARASSMENT

(Non-Academic), shall receive appropriate training.

28. Members of the Standing Panel shall elect from among themselves a Chair to preside over the Sexual Harassment Hearing Boards. The Chair shall be a permanent, non-voting member of every Hearing Board established to hear complaints of sexual harassment and shall:
 - a. maintain order during the hearings;
 - b. answer procedural questions;
 - c. schedule hearings;
 - d. grant or deny delays; and,
 - e. arrange to tape-record the hearings.

29. Within five (5) days of receipt of a request for the hearing procedure, the Code Administrator shall request a written response to the nature of the complaint from the respondent. The respondent shall forward his or her reply within ten (10) days of the date of transmission of this request.

30. Within fifteen (15) days of receipt of a request for the hearing procedure, the Code Administrator shall constitute a four-person Sexual Harassment Hearing Board from the Standing Panel. The Hearing Board shall be composed of:
 - a. the Chair of the Sexual Harassment Hearing Boards;
 - b. one member from a pool that has been selected by the complainant. If so desired, the gender of the member may also be selected by the complainant;
 - c. one member from a pool that has been selected by the respondent. If so desired, the gender of the member may also be selected by the respondent; and,
 - d. one member selected by the Code Administrator from any pool.

31. Prior to the hearing, the Code Administrator shall:
 - a. inform both parties of the Hearing Board's composition;
 - b. inform both parties and members of the Hearing Board of the date and time of the hearing, at least five (5) days in advance;
 - c. provide both parties and members of the Hearing Board with a list of the advisors and a tentative list of witnesses; and,
 - d. provide both parties and members of the Hearing Board with copies of the complaint and the response.

32. All hearings shall be closed and confidential unless one or both parties petitions the Hearing Board to have an open hearing, in which case the Hearing Board may decide, at its discretion, to admit members of the University.

33. At the beginning of the hearings, the Hearing Board may grant, at its discretion, intervenor status to the University or to any duly constituted University association or union, and may restrict their comments in order to avoid duplication of testimony.

34. All Sexual Harassment Hearing Boards shall adhere to the principles of natural justice including, minimally, the rights to:
 - a. make oral or written state-

- ments;
- b. object to the choice of Hearing Board members for valid reasons;
- c. defend oneself;
- d. present witnesses;
- e. offer rebuttal; and,
- f. make representations on sanctions and remedies.

Furthermore, advisors have the right to speak on behalf of the party they are accompanying.

35. The hearing shall be concluded as expeditiously as possible, but in any case not more than forty (40) days after the Hearing Board has been constituted. This delay may be extended, in exceptional circumstances, by the Chair of the Sexual Harassment Hearing Boards.

36. Within ten (10) days of concluding the hearings, the Hearing Board shall write a report and shall decide if there is clear and convincing evidence that sexual harassment as defined in Article 7 has occurred, thus constituting a violation of this policy. The burden of proof is on the complainant.

37. Decisions of the Hearing Boards shall be made by a majority vote.

38. Reports of the Hearing Boards shall present a summary of the facts, shall include reasons for the decision or recommendations, and shall be signed and dated. They shall immediately be sent to both parties, the Sexual Harassment Officer and the Vice-Rector responsible for the application of this policy.

39. The Vice-Rector responsible for the application of this policy shall be designated by the Rector.

40. If a violation of this policy has occurred, the Hearing Board shall request that the Sexual Harassment Officer forward any records of resolution that have been filed on the respondent, in this case or in any other case, and shall use this information in recommending appropriate sanctions and remedies.

41. Within ten (10) days of the date of transmission of the decision of violation of this policy, the Hearing Board shall provide the opportunity to both parties to submit written or oral comments on appropriate sanctions and remedies.

42. The Hearing Board shall write a report to the Vice-Rector to recommend appropriate sanctions and remedies within fifteen (15) days of the date of the decision of violation of this policy.

43. Within five (5) days of receiving the recommendations, the Vice-Rector shall render a decision on the appropriate sanctions and remedies, and shall immediately inform both parties, the Sexual Harassment Officer and the Chair of the Sexual Harassment Hearing Boards.

44. The Vice-Rector shall release the above decision, without nominative information, to the University newspapers if the decision is not appealed.

Sanctions and Remedies

45. If a violation of this policy has occurred, the Hearing Board may recommend to the Vice-Rector that one or more of the following sanctions be taken against the respondent:
 - a. written reprimand or warning, copy to be kept in the personnel or student file;
 - b. imposed conditions, with or without a deposit not exceeding \$200, returnable at a specific date. Such deposits may be forfeited should any conditions be violated;
 - c. a fine not exceeding \$100;
 - d. payment not exceeding \$1000 to compensate the complainant for injury or damage to or loss of property;
 - e. exclusion from an area or function of the University for a stated period of time. If this exceeds twelve (12) months, the sanction shall be reviewed by the Hearing Board at the end of each twelve (12) month period. This sanction does not encompass the authority to suspend from any academic activity;
 - f. probation;
 - g. apology, as an alternative to any or all of the above;
 - h. community service, as an alternative to any or all of the above;
 - i. suspension, dismissal or expulsion, subject to confirmation by the Rector;
 - j. a combination of any of the above; or,
 - k. any other appropriate sanction the Hearing Board deems necessary to guarantee that the behaviour is not repeated.

46. Should the sanction be covered by a collective agreement or a University policy, the provisions of that collective agreement or policy shall apply, including grievance and arbitration procedures on sanctions.

47. If a violation of this policy has occurred, the Hearing Board may recommend to the Vice-Rector that one or more of the following remedies be taken in favour of the complainant:
 - a. reinstatement in courses;
 - b. reinstatement in a position, salary adjustment or promotion;
 - c. reassessment of an essay or final grade;
 - d. counselling;
 - e. apology;
 - f. receipt of payment for compensatory damages;
 - g. receipt of payment from a fine;
 - h. a combination of any of the above; or,
 - i. any other remedy the Hearing Board deems appropriate.

Appeals

48. Appeals shall be heard in accordance with the procedures established under the Code of Conduct (Non-Academic).

49. The Vice-Rector shall release the decision of the Appeals Committee, without nominative information, to the University newspapers.

APPENDIX A: Support Mechanisms

Sexual Harassment Office

1. A Sexual Harassment Office shall be established to allow for the centralization of education and complaint services relative to sexual harassment.
2. The mandate of the Office shall be to promote actively an environment free from sexual harassment at the University.
3. For this purpose, a Sexual Harassment Officer shall be designated and shall report to the Office of the Rector.
4. The Officer shall provide educational services and shall carry out the responsibilities enumerated in this policy. More specifically, the duties of the Officer are to:
 - a. increase awareness on the issue of sexual harassment and provide extensive education to members of the University;
 - b. publicize the Policy on Sexual Harassment to the University community, explaining the University's responsibility to act in such cases;
 - c. chair and participate actively in the Advisory Committee on Sexual Harassment; assist and advise complainants and respondents involved in cases of sexual harassment;
 - e. maintain confidentiality with respect to nominative information in complaints of sexual harassment;
 - f. provide appropriate training to the members of the Standing Panel established under the Code of Conduct (Non-Academic);
 - g. provide information to Mediators on the University's employment practices, policies and collective agreements;
 - h. consult with senior administrators who may be involved in the resolution of sexual harassment complaints;
 - i. maintain statistics on requests for information, advice and assistance;
 - j. maintain confidential files on all complaints; in cases where a complaint is withdrawn before a report of resolution is made, the name of the respondent shall be deleted;
 - k. maintain a file on all records of resolution, with nominative information deleted; and,
 - l. prepare an Annual Report for the University to be submitted to the Office of the Rector and to the Advisory Committee on Sexual Harassment.

Advisory Committee on Sexual Harassment

5. A permanent Advisory Committee on Sexual Harassment shall be established.
6. The mandate of the Committee shall be to:
 - a. assist in the development of educational programmes;
 - b. make recommendations on the continued development of the Policy on Sexual Harassment;
 - c. receive and review the Annual Report of the Sexual Harassment Officer.
7. The Advisory Committee shall be formed of representatives from different constituent groups of the University.
8. Appointments shall be made for one year and shall be renewable.

• Continued from page SUPPLEMENT - 1

make of this new service. The results were informative. During the three months between mid-January and mid-April, a total of 91 telephone inquiries were received, and 14 people dropped in. The following table tells us something about who called and what they wanted.

WHO		
Female	74	70%
Male	31	30%
	105	100%

Student	46	44%
Staff	26	25%
Faculty	16	15%
External	17	16%
	105	100%

WHAT		
Sexual harassment inquiry	28	27%
Case follow-up call	33	31%
Info on Policy or request for research help	14	13%
Request for educational activity	12	12%
Requests for interviews or info, internal & external media	11	10%
Referral of complainants	7	7%
	105	100%

Right from the beginning therefore, and despite the relative lack of publicity in the early stages, the internal and the external communities revealed both their interest in the issue and their need for information and help with problems. Many of the inquiries had only a tenuous connection with sexual harassment as defined in the Policy. This is partly because the Office mandate is not yet clearly understood, partly because people in trouble will cast about widely until they find someone who is willing to listen. It was all grist to my mill, however. Individuals got the attention and the advice that they sought, or were referred to the right place for their problem. Further, I was able to start building up a picture of the kind of "problem" behaviour which is likely to occur on this campus.

Of the twenty-eight inquiries listed above as having some connection with sexual harassment, twenty-two required more than a simple, one-shot response. Sometimes this involved several sessions of active listening or advising, by telephone or in person. On other occasions it was decided to deal with the problem indirectly, by providing an education session appropriate to the situation, or by providing support and information to management. One case was prepared for a formal complaint, but later withdrawn, while two other cases were actually resolved using the procedures of the Policy.

In the first of the formal cases, the respondent was

completely exonerated, the hearing committee having satisfied itself that it was a case of mistaken identity. In the second, which was resolved through the administrative procedure, the respondent did not deny the charge. The case was dealt with swiftly and quietly, and all parties seemed to agree that the resulting disciplinary action was appropriate and fair.

Many of the inquiries listed above did not fit the definition of sexual harassment found in the Policy. The great majority did not develop into formal complaints. Nevertheless, it seems useful to describe them in terms of broad categories. We need to know more about what happens before we can work on strategies to make the University a safer and more welcoming place. Some examples of the types of incident brought to the attention of the Office are listed below, followed by the status of the complainants and the alleged perpetrators.

1. "Acquaintance rape": female student vs. male student
2. Sexual assault: female student vs. male professor
female student vs. unknown male
male staff member vs. unknown male
3. Non-physical sexual harassment: female staff member vs. male co-workers
female students vs. boyfriends
female students vs. male professors
4. Sexism in the classroom: female students vs. male professors
5. Verbal intimidation with sexist undertones: various women vs. various men
6. Homophobic intimidation or slander: male student vs. male staff member
female student vs. male professor
7. Exhibitionism: library staff vs. unknown male
8. Strategic placing of pornographic materials in workplace (in one case, accompanied by threats) female workers vs. unknown or suspected perpetrators
9. "Peeping Tom" in women's bathroom female student vs. male student

Whether annoying, frightening, dangerous or just plain dreary, these incidents can have serious consequences for individual victims as well as a damaging effect on the work and study environment. We do not have enough information to be able to assess the rates of incidence or increase of such behaviour at Concordia, or to make comparisons with other universities. Nevertheless, I believe that bringing what we do know out into

the open is a healthy first step to enabling the University to deal with the problems. Members of Concordia need appropriate information so that they can protect themselves in potentially dangerous situations, or assert themselves in the face of harassment or intimidation. The University has an important role to play in making mechanisms and resources available to deal with undesirable behaviour. But we need more than this: we have to arm ourselves with the knowledge necessary to look out for ourselves and for each other.

Sexual harassment has its particular characteristics, the most important of which is the fact that the great majority of its victims are women. In these cases, it is useful to remember that the range of behaviour defined as sexual harassment forms part of a larger continuum of behaviour which is the violence done to women in our society. At the same time, the above tables suggest that sexual harassment on campus also forms part of another spectrum, that of the range of discriminatory and disruptive behaviour which can be found in any large institution. Human behaviour has a way of defying our attempts to classify it in neat compartments. There is often a blurring of boundaries, or an intersection of various factors to be found in a single complaint (for example, when the factor of race intersects with the factor of sexism.)

The lesson to be drawn from these reflections is that one Sexual Harassment Officer cannot tackle the issue alone. This is not only because Concordia is a very big place, but because the problems are complex. We need a collaborative effort, both in educating the community and in helping the victims. This implies an engagement on the part of individuals and units. The effort is already well under way. I invite you to start doing your part by participating in Sexual Harassment Awareness Week. If you do nothing else, come and meet me in the lobby of Hall Building between Tuesday and Thursday next week. I am much less intimidating than my title would imply!

Sally Spilhaus,
Sexual Harassment Officer
September 1991

All Inquiries Confidential

Let's Break THE SILENCE AROUND SEXUAL HARASSMENT

848-4857
(K110)

La confidentialité est assurée

La confidentialité est assurée

LE HARCÈLEMENT SEXUEL Brisons LE SILENCE

848-4857
(K110)

All Inquiries Confidential

Faculty of Arts and Science Dean's List 1990-1991

The Dean's List, established in June 1986, recognizes outstanding academic performance in the Faculty of Arts and Science. Students so honoured have achieved a Grade Point Average (GPA) of at least 3.75 after completing a minimum of 12 credits. Below, in alphabetical order, are the names of the students on the Dean's List for the academic year 1990-91.



Roberto Ablondi Naji Aboufadel Barbara Abrahamowicz Mark C.W. Ainley Kenna Akester Nada Al-Yazdi Stephen Albanese David Alexander Huguette Allen Lynn Allen Elizabeth Alva Rosa Arlene Amblard Konstantinos Anastopoulos Avis Anderson Sharon Anderson Victoria Anelunas Shailaja Annamraju Rebecca Ansley Mary Apostolatos Sharon April Christine Ares Patricia Arnold Andrew Atkin Ngai Au Sophie Audair Fabio Avellino Tristan Aviles Gwendolyn Ayoup Arezou Azarani Robert Azzam	Penny Cadrain B. Nicole Cain Gerald Callaghan Susan M.K. Callaghan Giovanna Campoli Theresa Capozzi Rina Carlini Lucia Carpineta Kelly-Ann Cartwright Mauro Casiraghi Sonia Castellari Tony Cattani Sandy Chalkoun Valerie Champagne Wing Chiu Chan Marie-Josée Charbonneau Philippe Chartier Suet Yee Cheung Amy-Man Yi Chiu Paul Cholmsky Pein Htone Choo Fa Hoi Choo Katarzyna Chrzanowski Betty Cindric Suzanne Claude M.J. Andree Claveau Isabelle I Clement Dominique Cofsky Francine B. Cohen Maria Colarusso Karen Coles Helen Collin-Tallentir Carol Comer Leah Commons Lorna Conway Robert Cook Frances Cook Adrienne Coombs Denise Cooper-Altuve William Copoloff Patricia Corbin Jocelyne Cormier Michel Cote Michel Couillard Donald Coupland Stephen Covey Rebecca Cowan Tara Cree Linda Crellin Julie Crepeau Anna Luisa Crespo Rosario Cristiano Helene Critchley Carol Cude	Zmira Elbaz Marc Elias Abbie Elkin Mario Erbozzi Gail Ewan Kendra Ann Fabes Silke Falkner Pietro Fantinato Aviva Farbstein Matthew Fawcett David Feder Gretchen Ferguson Lucie Filteau Gregory Fine Melissa Fiorelli Lisa Ford Michael Fortin Erika Franz Ari Fried Elinor Friedman Marianne Friesse Tim Gadosy Nathalie Gagnon John Gammon Richard Garcia Joanne Gaudreau Nicola Gazzola Annikki Gellinas Denise Getsios Michael Geylman Michael Ghiourelotis Michael Gibson Kari Giddings Adam Gilders Kara Gill Christopher Gilmore Louise Gloutney Eric C. Goldszmidt Mary Golubeva Donna J.A. Goodwin-Atwood Mary Gossage Margaret Gould Nancy Granda Alyson Grant Rachel Green Allan Greenblatt Carol Greene Denise Grenier Michelle Grunert Valerie Guerette Manon Guertin Rebekah Guha-Roy Sylvie Guimette Viviane Guraieb	Qin Kang Katina Katadotis Sally Kauser Angela Kavadias Michael Kay Sophia Kazanis Narges Kazemi Ania Kazi Gillian F Keefe Pierre Kennepohl Suzy Keryczynski Sepideh Khatibakhsh Girair Khatchikian Judith Kim Stefan Kiraly Eleonora Klaus Bonnie Klein Ellen Kleinman Gina Konasiewicz Cynthia Kontos Katarzyna Korczynska Joseph Kordovi Jason Kunin Ruth Kupeian Benoit L'Archeveque Diane Labrosse Jean Lachapelle Jodi Lackman Sonia Lacombe Dany Lacroix Michelle Lacroix Debra Ladd Sara C Lamb Michael Lambrianos Claude Benoi Lamoureux Andre Jr. Landry Patty Marlen Langer Darragh Languay Sylvie Laniel Julie Larouche Celine Larouche Christine Laurent Robert Laurin Margaret Laurin Pascal Lavoie Marianne M.T Le Beau Lidija Lebar Lise Lebeau Manon Leblanc Patricia Lee Lee Kum Ho Mark Lee Belinda Lee Patricia Lee Men Chin Mark Legault Elyse Leger Caroline Lehoux Anouk Lepage Josee Levasseur Anik Levesque Susan Levitt Sybil A.P. Lewis Kevin Ley Young-Mi Lim Li Ling Lin Jui Chen Jea Lin Anton Linecker Michael Lines Francesco Lipari Lorraine Lipscombe John Lipsz Sean Locke Margaret Lowe Adriana Lobada David Lubert Michelle Luneau	Renee Marleau Marie Josee Martin Sandra Martin Nathalie Martineau Antonieta Martino Mena Mattei Edward Mayerhofer Elizabeth McDonald Sara McDonald Desiree McGraw Angela McIntyre Marthe McLean Sara Jane McMullan Keith Meadowcroft Morris B Mendelson Giuseppina Mendolia Guilhermina Menezes Vincenza Micheletti Yasmin Miller Marcy Mintz Renel Mitchell Aya Mizuhara Muzafar Mohamed Zan Jasper Moiseiwitsch Barbara Monahan Steven Monfette Laurence Montfroy Sandra Morado Nanci Moretti-Montpetit Robert Morin Marika Morissette Kathy Mortimer Philip C Moscovitch Dimitrios Motakis Scott Motlik James Mott Yoel Moyal Yvonne Muir Sudeshna Mukhopadhyay Maria Mule Isabelle Muller Debra Munn Edith Munro Kim Munro Robert D Murphy Jean M.A. Nelson Zoe Newman Belinda Ng Ching-Wah La Ng Susan Alice Nicholson Catherine Nickson Kern Nicol Caroline C. Nitzschke Scott Noel Danielle Noonan Afshan Noor Gayle Norberg Danielle Normand Erin O'Brien Ursula Oberholzer Natalie B. Oeltjen Maureen Oliver Linda Oren Ida Orenbach Amy Ethel Ormstein Pierre Page David Page Roxanne Panchasi Marisa Mp Panetta Hratch Papazian Lise Paquin Evangelos Paraskevopoulos Simon Parker Sandra Parkins Dale Martin Pate Julie Patenaude Laura Paterson Jesse Paterson Kerrin Patterson Louann Paul Shauna Payne Barbara C Pearson Gaby Pedicelli Rene Pelletier Lori Penney Jose Peralta Lionel Perez Randi Perlman Benoit Perron Lina Petrella Ingrid Phaneuf Marie-Christ Piche Normand Pichette Nathalie Pierre	Jo Anne Pigeon June Pinches Eran Plonski Gordon Poole Antonio Porato Kathryn Presner Raynald Provost Chantal Purchase Wendy Putman Martin Rabe Stephane Racine Katarzyna Radecka Catherine Raybould Lesley Regnier David Reidl Katarina Reija Cheryl Andre Renaud Luisa Ricci Andrea Riddle Patricia G Riva Nancy Roberts Brenda Roberts Erica Robertson David Robertson Penny Robertson Sophie L.G. Robichaud Jean-Paul Rodrigue Martin Rondeau Sabrina Rosen Philippe B. Rosenberg Ian Ross Michael Rother Pascale Rousseau Patricia Rowe Jean Francois Roy Natasha Roy Violaine Roy Gargi (Dola) Roy Teresa Rudkin Maureen Ruiter Charles W.L. Rye Doreen Saibil Luis Saldanha Arlene Sandler Mary Gerald Sanford-Shingler Peter Sankoff Dora Santimone Angela Saraullo Georgia Sarganis Eleni Sarris Giselle Saulnier Genevieve Sauve Margherita Scartozzi Paul Schwartz Josephine Sebastian Pikoo Sharma Martin Shaw Eino Sierpe Yvonne Sieweke Patricia Silas Stephanie Simard Gertrud Simpson Daniela Sinai Jacqueline Sinclair-Smith Sally Singal Georgia Sitara Alissa Sklar Susan Sladen Cecile Sly Sheila Smail Cecile Smeesters David Smith Michelle Smith Karen Smith Elana Smith Alexander Soucy Noelia Souto Clara Spadafora Jason Sparkes Shirley Spector Marc Speyer-Ofenberg Kathryn Spracklin Aleksandrs Spurmanis Viviane St-Cyr Jennifer St.James Nickolaos N. Stagias Sharon Stark Nicolette Starkie Claudia Starino Louise Stephenson Andrea Stoll Deborah Sussman Sumi Swiercz Sharon Szabolcsi Elizabeth Szekely	Philippe Taillefer Howard Ian Talbot Carole Talbot Fen Kui Tang Yon Sing Karina Tanghe Kassra Tavakoli Kamran Tavakoli Christine C. Tawtel Russell Taylor Liliane Terrier Elizabeth Tevaarwerk Evelyn Theriault Guylaine C. Thivierge Julia G Tinnion Anne Tinsley Ariane Tisseur Gregoire Tkacz Saundra Tobman Daniel Torres Thi Quynh Le Tran Bang Ngoc Trinh Sonia Trudeau Marie-Claire Turcotte Dale Turner Sean Turner Lucie Uhlir Dino Urgolo Nathalie Uson Lily Virla Vaghjee Nelson Vallacorba Pamela Van Beek Susan Van Voorst Dianne Varga David Vas Alexandra Vas Linda Vaudan Elizabeth Vezina Kathrin Viau Caroline Viel Shaun Visser Barbara Voh Debbie Ann Vokey M. A. H. Ann Vrancken Steven Wagschal Catherine Wagstaff Ian Wainwright Arthur Wang Karen Waschinski Judith Wayland Alice Patter Webster Ilana Weigensberg Dorra Weinstein Donna Weippert-Wagscha Vivian Welch Annmiek Wendrich-Kempen Catherine Wernecke Jeremy Wexler Debra Susan Weyman Karen White Cynthia C White Karen Wiedman Paul Williams Laurie Williams Patricia Williams Leslie Williamson Stuart Wilson Robert Wishart Oscar Wolfman R. Neil Wood Angela Marie Woollam Beverley Wray Eugenia Xenos Dionysia Xenos Roslyn Yane Boon Kheng Yap Diana Yaros Janet Yates Larry Yelen Andrea Zaccagnino Esperanza Zamora-Gonzalez Raghida I Zeidan Bonnie Ziemann
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Two calls are necessary in medical emergencies

What to do in case of emergency



Medical Emergency Response

In case of a medical emergency on either campus, it is necessary to make two telephone calls.

First, phone **911** to alert Urgences Santé. They will go only to the civic address (i.e., street and number) of the specified campus. They will not follow other directions.

Downtown, this is the Henry F. Hall Building at 1455 de Maisonneuve Blvd. West. The Loyola Campus' civic address is 7141 Sherbrooke St. West.

After 911, phone Security: 848-3807 at Loyola, 848-3717 at SGW. Give them the specific location of the emergency.

Urgences Santé will automatically go to the Security Desk, officers will direct them to the emergency.

Assess the seriousness of the emergency and follow these steps:

1. Serious/Life-Threatening Emergencies

- Call Urgences Santé (9-911)
Give them your name, location and the nature of the emergency. Urgences Santé will provide telephone instructions on how to deal with the emergency until help arrives.
- Provide first aid assistance, if you are qualified to do so.
- Call Security: Loyola (-3707), SGW (3717).
Give your name, location and nature of the emergency, and tell Security whether you have called 911. Security will send a trained guard to your location to assist you until Urgences Santé arrives.
- Health Services may be called for additional assistance:
Monday to Friday between 9 a.m. and 5 p.m.
Loyola (-3575); SGW (-3565)
Otherwise, await assistance from Security.
- When Security or Urgences Santé arrive on the scene, describe the first aid which was administered, if any.
- Complete an Accident/Incident/Occupational Disease Report, available from the Office of Environmental Health and Safety: 848-4877.

2. Non-life-threatening situations or emergencies not requiring Urgences Santé

(If in doubt, the responder should treat the problem as serious/life-threatening)

- Call Security: Loyola (-3707), SGW (3717).
Give your name, location and nature of the emergency. Security will send a trained guard to your location to assist with first aid.
- Provide first aid assistance, if you are qualified to do so, or enlist the aid of someone who is in your area.
- Health Services may be called for additional assistance:

Monday to Friday between 9 a.m. and 5 p.m.

Loyola (-3575); SGW (-3565)

Otherwise, await assistance from Security.

- Recommend that the injured party seek medical advice, and, if possible, accompany the injured party to Health Services, a CLSC or a hospital emergency room.
- Complete an Accident/Incident/Occupational Disease Report, available from the Office of Environmental Health and Safety: 848-4877.

Hospitals closest to each campus:

Loyola: Queen Elizabeth Hospital, 2100 Marlowe. Tel.: 488-2311

SGW: Montréal General Hospital, 1650 Cedar. Tel.: 937-6011

Reddy Memorial, 4039 Tupper. Tel.: 933-7511

Fire and Evacuation Procedures

In case of fire:

- If fire is suspected (smoke or the smell of smoke), call Security, Loyola (3707); SGW (3717). Provide the following information: Name, location and nature of the problem. Meet the Security Officers when they arrive to direct them to the source of the problem.
- If a fire is established, activate the fire alarm immediately. (In a building with no fire alarm system, alert the other people in the building.)
- Call Security, Loyola (3707); SGW: (3717). Provide the following information: Name, location and nature of the problem.
- Call 9-911 for the Montréal Fire Department.
- Evacuate the building as per the General Evacuation Procedure.
- No effort should be made to deal with the fire unless such action is compatible with the safety of all concerned.
- Meet the fire department or Security when they arrive to direct them to the source of the problem.
- In the event of a major fire necessitating a general alarm, such an alarm may be activated in the form of continuous ringing of bells or notification via telephone or word of mouth.
- Use closest safety exits when possible.
- Obey the directions of monitors and Security.
- Teaching personnel are expected to supervise the evacuation of their classes.
- Elevators are not to be used.
- Exit from stairwell where indicated and move well away from the building.
- Do not obstruct the exits at streets level. Clear the area.
- Do not re-enter the building until the "all clear" signal is given by the fire department or Security.

For more information about Emergency Response Procedures, please read your red Emergency Response manual or call or visit Environmental Health and Safety Office at MI Annex (2130 Bishop St.), 848-4877.

Stingers carry on without Ontario

Men's hockey and basketball are not dead at Concordia despite the fact that the teams have been kicked out of the Ontario Universities Athletic Association.

Last May, the league decided not to renew the playing privileges after the 1991-92 season to Concordia, McGill, Bishop's and Trois Rivières.

Concordia Athletic Director Bob Philip said things won't change much for men's basketball, except that Carleton and Ottawa will be dropped from the schedule. What that means is that after playing its tournament and exhibition schedules (McGill and Bishop's four times each) Concordia, if it were to win the league championship, would move straight on to the nationals.

There's not much movement on the part of the universities to pressure OUAA to reconsider the basketball team's participation. They're happy the way they are.

Hockey, on the other hand, poses a different problem. A decent schedule can't be put together with only three teams. There's talk that Sherbrooke and Bishop's will join by 1993-94, but until that happens, Concordia, McGill and Trois Rivières are mulling over the idea of joining the eight-member Hockey East or the 12-team ECAC, both of which are U.S. leagues. Concordia already plays six of the eight teams in the Hockey East league, which includes Boston University, Boston College, Providence, Northeastern, Lowell and the University of Maine/Orono.

Part of the problem with joining either of those leagues is that invitation to the nationals is restricted to U.S. teams, and any league sending a team to the championships must be composed solely of U.S. members.

Philip said having a three-team league or even a five-league team (with Sherbrooke and Bishop's) would still be difficult.

"You'd be playing 16 league games, but you'd still want to have another 10 [interlocking] games" outside of the league but counting in the overall standings.

Philip said the Québec schools, which have enjoyed playing privileges in the OUAA for the past four years, don't feel bad about their position. "The situation wasn't the best. The competition was good, but you can only take listening to someone saying they're doing you a favour for so long."

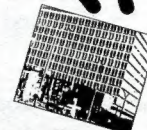
The Québec schools played in the Ontario league because of the lack of intercollegiate teams in the province. The OUAA schools did not renew the privileges with them for various reasons, including academics and high travel costs, something Philip said he didn't understand: Why would Ottawa choose to play Lakehead University in Thunder Bay and not a school in Montréal, two hours away?

— Ray Beauchemin

The Concordia Shuffle II



Sept. 27th, 1991



These boots (shoes, sneakers, wheels, bare feet, paws) were made for walking

Join the Concordia Shuffle, the 6.5 km walkathon from the Sir George Williams Campus to the Loyola Campus, on **Friday, Sept. 27 at 12 noon**, rain or shine and help raise money for scholarships and bursaries.

How do I join?

Shufflers must obtain a Shuffle pledge form and collect pledges from friends, family and colleagues. Pledge forms may be picked up at the Information Desk in the Hall Building, the Dean of Students Office (AD-121) at Loyola, or from the University Advancement Office (Bishop's Court, Room 319).

Why get involved?

Because it's fun and healthy. It builds university spirit and last year, more than \$18,000 was raised! All monies go directly to the Concordia Shuffle Fund for Student Scholarships and Bursaries.

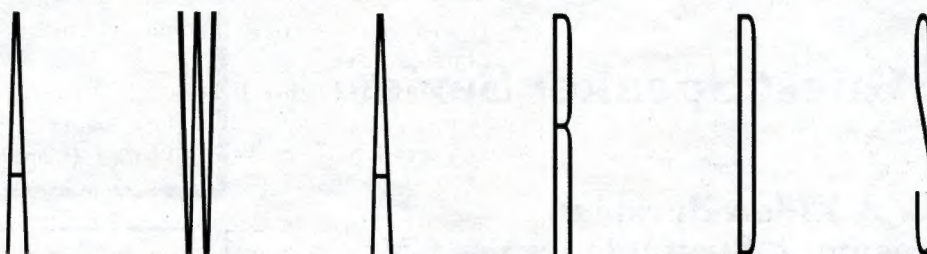
What do I get in return?

Satisfaction and an "official" Concordia Shuffle t-shirt. You're also invited to attend the celebratory picnic on the Loyola Campus, where refreshments will be served. Prizes will be drawn, including Bauer in-line skates (with helmet and pads), and awarded to three students, three faculty members and three staff members.

How to register

Participants may pre-register on Thursday, Sept. 26 from 11 a.m. to 1 p.m., in the Hall Building lobby or at the Loyola Administration Building's second floor lobby, or on the day of the Shuffle in the Hall Building lobby, from 10 a.m. to noon, by returning the first page of the pledge form in exchange for a Shuffle t-shirt.

1992 BELL CANADA ENGINEERING & COMPUTER SCIENCE



Bell Canada offers up to
30 scholarships to engineering
or computer science
undergraduates.

THE AWARD

Winners receive full tuition for the following academic year plus an offer of summer or work-term employment at Bell.

ELIGIBILITY

The awards program is open to engineering or computer science students in their next-to-last undergraduate year who rank in the top half of their class and have made a significant contribution to university or community life.

**DEADLINE FOR APPLICATIONS -
OCTOBER 18, 1991**

**FOR APPLICATION FORMS AND MORE INFORMATION,
PLEASE CONTACT THE ENGINEERING OR
COMPUTER SCIENCE OFFICE.**

Bell

GRANTS continued from page 1

Danica Jojich, Sculpture, Ceramics and Fibres: comparative graduate programme study at Chelsea College.

Mohamed Khalifa, Decision Sciences and MIS: development and evaluation of a hypertext-based tutorial system.

Barbara Layne, Sculpture: fibres showcase.

Danielle Morin, Decision Sciences: statistics workshop.

Michael Oppenheim, Religion, Women and religion: identification of resource material for first- and second-year courses in Religion.

Silvy Panet-Raymond, Contemporary Dance: national conference on the role of the University in Dance.

Venkatanarayana Ramachandran, Electrical and Computer Engineering: videotaping of tutorial lectures in ENGR 273 (Basic Circuit Analysis) and ENGR 274 (Modelling and Analysis of Physical Systems).

Mirta Romaniak, Diploma in Accountancy programme: development of a set of case studies for ACCO 552 (Comprehensive Case Studies course)

for testing purposes, and development of a bank of test questions for ACCO 512, 513 and 533.

Latha Shanker, Finance: development of teaching material for a new course on Options and Futures.

Leah Sherman, Art Education: video feedback in the Art Education internship: The identification and analysis of recurring pedagogical problems.

Ted Stathopoulos, Centre for Building Studies: visualization of wind flow around buildings.

Randy Swedburg, Leisure Studies: Leisure Studies orientation of the University.

P.A. Thornton, Geography: rewrite of Population Manual for GEO 317 (Population Geography).

Andrea J. Wollensak, Design Art: a search and compilation of teaching materials that reflect the contribution of women in the design field (the female paradigm in design art).

ELEVATOR continued from page 5

contracted elevator company which provides maintenance to answer the call.

Hall Building elevators are in a well-documented state of disrepair. The University announced last spring that repairs to the passenger elevators would begin soon after repairs to the

escalator system were completed later this fall. A third elevator will be added next year.

When work on the escalators began last spring, users were instructed to locate stairwells and take the stairs down to desired floors, leaving elevators free for use by disabled persons.

The Executive MBA Alumni Association invites Alumni, Students, Faculty and Spouses to the

EMBA Guest Speaker Series

presenting

B. Eldon Horsman
Vice-President, Strategic Issues, CN

Thursday, Sept. 26, 6 p.m.
at the EMBA Facility
1550 de Maisonneuve West, Suite 407

Mr. Horsman joined Canadian National following graduation from McGill University (B. Civil Engineering). Except for a few years with Canada Iron Foundries and Dupont of Canada, he has worked at CN in various positions in the company in Canada, the United States and on a CANAC assignment in the Congo, Africa. His expertise includes transportation planning, systems development, sales and marketing, and car management. From 1979-82, he was vice-president, operations at VIA Rail Canada Inc. and VIA's executive vice-president from 1982-87. Named vice-president, planning and coordination CN Rail in 1987, he was appointed to his present position in August 1991. A member of the Ordre des Ingénieurs du Québec, he is a member of the Advisory Boards for Concordia's Transportation Management Centre and CIGGT at Queen's University. His topic for this evening will be "Changes Underway in the Railway Industry."

RSVP. Space is limited. Please confirm your attendance.
Telephone 848-2993 before Sept. 23.

Refreshments will be served.

Award application deadlines for September

The following awards have application deadlines during the month of September. Information may be obtained on these and other awards by contacting the Guidance Information Centre at 848-3556, or visiting the centre in Room 440 in the Henry F. Hall Building (Sir George Williams Campus) or at WC-203 (2490 West Broadway) on the Loyola Campus.

National University of Singapore: Research Scholarships (for research leading to a Master's or a doctorate in various disciplines). September 1991.

SSHRC information session at Concordia

A representative from the Social Sciences and Humanities Research Council (SSHRC) will be on hand to give a presentation and answer all your questions on funding offered by the council. The council supports PhD studies in the areas of Social Sciences and Humanities, Administration and the History and Philosophy of Art. At the Master's level, the council will entertain applications for the Master of Science Policy as well as certain programmes in the United Kingdom and France.

SGW Campus: Sept. 23, 10 a.m. - 12 p.m. H-631.

Loyola Campus: Sept. 23, 2 p.m. - 3 p.m. Senate Room, Drummond Science Building.

We urge anyone interested in applying for funding from SSHRC to attend one of these sessions.

WITH YOUR FUTURE IN MIND Office of the Comptroller General of Canada* Information Session

(in conjunction with Career Days)

for those graduating by June 1992
(Commerce & Administration, Finance, Accounting)

Sept. 24, 3:30 p.m., H-769

Hear the details from a student-in-training
Receive information on the job recruitment process, exams and training
See how the link between the Public Service and the CMA** works best for you

Refreshments will be served

Sponsored by CMA Students' Committee
Concordia Accounting Society

* Public Service Commission of Canada

** Certified Management Accountant

1991-92 Bursary Fund for Returning International Students

Concordia University has established a bursary fund to assist returning undergraduate international students with the 1991-92 tuition fee increase of 20 per cent. This fund will be limited to a portion of the student's differential fees **only**.

Criteria:

- Students eligible for consideration must:
- as a result of the tuition fee increase, be facing financial problems;
- have completed at least one semester of full-time study at Concordia;
- be registered as a full-time student for the 1991-92 academic year;
- be paying differential tuition fees;
- possess a valid Student Authorization from Canada Immigration for the 1991-92 academic year.

Applications procedures:

- In order to be considered for a bursary, students must submit:
- the application form duly completed and signed;
- the most recent Student Authorization or other immigration documents regarding their status, such as a Minister's Permit;
- and all other documents requested in the application form; incomplete applications will not be accepted.

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CAMPUS MINISTRY

Campus Ministry

Loyola Campus: Belmore House is now located at 2496 West Broadway, drop by and visit us at our new space.

MONDAY, SEPTEMBER 23

The Gospel of Peace and Justice

A Bible discussion group from a Liberation and social justice perspective. Every second Monday at 4 p.m. (Oct. 7, 21, Nov. 4, 18, Dec. 2) at Belmore House. For information call Peter Cote at 848-3586.

TUESDAY, SEPTEMBER 24

Christian Feminists

A group for discussion, prayer and mutual support in our faith. Time: 3 p.m. to 5 p.m. Location: Annex Z, SGW Campus. For information call Daryl Ross at 848-3585.

Prison Visits

A dialogue program with inmates at Bordeaux.

Program runs Tuesdays from Sept. 24 to Nov. 12. Students must meet with the Chaplains in advance. For information call Peter Cote at 848-3586 or Matti Terho at 848-3590.

THURSDAY, SEPTEMBER 26

Silent Meditation

Come to the Quiet. Silent Meditation. 12 noon to 12:45 p.m. Location: Annex Z, SGW Campus.

FRIDAY, SEPTEMBER 27

Community Suppers

Every last Friday of the month. An open invitation to all who want to be part of chaplaincy life (programs, events, worship, etc.) to partake in a meal, to meet friends, to build community. These are **shared meals**: bring something of your own to share with the rest of us. Belmore House at 6 p.m.

CPR COURSES

The following CPR courses will be offered by the Environmental Health & Safety Office in the next few weeks. Members of the Concordia community or outside community are all welcomed to take these courses. There will be a discount price for the Concordia community. For all those who are interested, please contact Donna Fasciano, Training Coordinator at 848-4872 for more information.

SUNDAY, SEPTEMBER 22

CPR Refresher Course

6 hours for life, this course is offered to people certified in the Basic Life Saver Course, who want to renew their certification and update their knowledge.

SEPTEMBER 28 & 29

CPR Basic Life Support Course (BLS)

12 hours for life. This course includes rescue breathing, one-person cardio-pulmonary resus-

citation and two-person cardio-pulmonary resuscitation (CPR) management of the obstructed airway and infant and child resuscitation.

SUNDAY, OCTOBER 6

CPR Baby Heartsaver Course

6 hours for life, this course includes rescue breathing and CPR, as well as management of the obstructed airway in the infant and child.

OCTOBER 19 & 20

CPR Basic Life Support Course (BLS)

12 hours for life. This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR) management of the obstructed airway and infant and child resuscitation.

ALUMNI ACTIVITIES

THURSDAY, SEPTEMBER 19

Concordia University Alumni Association Annual General Meeting

The purpose of the meeting is to receive reports and elect new directors. Location: 1455 de Maisonneuve Blvd. W., 7th Floor, room 762, followed by a reception in room 767. Time: 6 p.m. RSVP: 848-3819 no later than September 13, 1991.

MONDAY, SEPTEMBER 23

Goal Setting

This seminar has two purposes: to explain why goal setting is an essential element of success and to help participants design and implement a plan to set and achieve their own goals. James A.

McElligott (BComm'84) is a training consultant with Peak Performance Training and specializes in educating and inspiring people to reach higher levels of achievement, contribution and fulfilment, in their personal and professional lives. Location: Faculty Club Dining Room, 7th floor, room 763, Henry F. Hall Bldg., (1455 de Maisonneuve Blvd. W.). Time: 7 p.m. to 9:30 p.m. Price: \$11 per person (includes GST). RSVP: Gabrielle Korn, 848-3817.

MONDAY, OCTOBER 7

9th Annual Concordia Golf Tournament

All graduates are invited to play the prestigious Royal Montreal course. Golf & dinner is \$175, dinner only \$85. A tax receipt of \$40 will be issued. **SPACE IS LIMITED. AVOID DISAPPOINTMENT AND RESERVE EARLY.** RSVP: 848-3823.

ART GALLERY

Art Gallery

The Concordia Art Gallery is located in the Henry F. Hall Bldg. (Mezzanine Level), 1455 de Maisonneuve Blvd. W. Information: 848-4750.

UNTIL OCTOBER 19

"The Landscape: Eight Canadian Photographers"

OCTOBER 24 - DECEMBER 7

Susanna Heller: Recent Paintings

DECEMBER 12 - JANUARY 25

Selections from the Permanent Collection

WOMEN'S AGENDA

MONDAYS

Lesbian Studies Coalition of Concordia

The Coalition meets on Mondays at 7 p.m. at the Simone de Beauvoir Lounge (2170 Bishop). Information: 848-7474.

Permanent Review Committee on the Status of Women

Meets and organizes to respond to the needs of students, staff and faculty. Information: 848-7431.

WEDNESDAYS

Unlearning Racism

Lesbian and lesbian-positive women are invited to gather each week in the work to uncover and unlearn our racism. Films, discussions, readings. 8 p.m. at the Women's Centre, 2020 Mackay, downstairs. Information: 848-7431.

THURSDAYS

Narcotics Anonymous: Women's Group

For women recovering or wanting to recover from substance abuse. 7:30 p.m. at the Women's Centre, 202 Mackay, downstairs.

FRIDAYS

Lesbian & Gay Friends of Concordia (LGFC)

Open discussion over coffee for members of the University and beyond. 4:30 p.m. at 202 Mackay, 1st floor. 848-7414.

Bi-the-Way

A discussion group for bisexual women meets at 8 p.m.. 598-8661.

Concordia Women's Collective

The collective is a feminist activist group. To confirm meeting time & place call 848-7411.

MEETINGS

Board of Graduate Studies Meetings

The next Board of Graduate Studies Meeting will be held on Monday, September 30, 1991. Location: H-762, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Time: 2 p.m.

Amateur Radio Club Meetings

Meetings will be held every Tuesday night from 7 to 10 p.m. in H-644-1. Get on the air and talk to the world "FREE" via personal ham radio. New members welcome. For more info call 848-7421.

SPORTS

Stinger Rugby

The men's rugby team plays host to Bishop's University, Friday, September 20, 1991 at 2 p.m.

Stinger Soccer

On Sunday, September 22, 1991 both Concordia soccer teams will be in action. At 3 p.m. the men's team will face the Bishop's Gaiters in their league home opener. At 4 p.m. the women's team will play

host to Ottawa in exhibition play.

Quarterback Club

Concordia sports fans are invited to attend the next session of the Quarterback Club to be held in the Loyola Faculty Club. Join coaches, players and fellow fans next Wednesday, Sept. 25th between 12 noon and 1 p.m. for an informal get-together.

LACOLLE CENTRE

Lacolle Centre for Educational Innovation

SATURDAY, SEPTEMBER 28

Movement Harmony: Interkinesis

Interkinesis employs gentle and simple movements that all can do. Supported by guided imagery, creative visualization and the breath, participants learn to re-educate the body/mind, directing the whole self toward an improved alignment of body, mind and spirit. Workshop Leader: Heather Brown. Time: 10 a.m. to 4 p.m. Location: TBA. Admission: \$50.

TUESDAY, OCTOBER 1

How to Improve the Level of your Self-Esteem

This workshop will help develop your self-esteem, help you grow in self-confidence and self respect and exert a more positive influence on your family, friends and associates. Workshop Leader: Dr. Raphael Marcus. Time: 7 p.m. to 10 p.m. Location: TBA. Admission: \$35.

TUESDAY, MARCH 12

Learning to Read the Media

By the age of nine, children in Canada will have spent more time watching TV than attending school. What are children learning and how does this affect the way we teach? Time: 9:30 a.m. to 4:30 p.m. Location: TBA. Admission: \$50.

THESIS DEFENSE

Doctoral Thesis Defense

FRIDAY, SEPTEMBER 20

Zhang, Hao at 2 p.m. in H-769, 1455 de Maisonneuve Blvd. W. Thesis title: "Essays on Stock Market Anomalies."

MONDAY, SEPTEMBER 23

Rajagopalan, Ramesh in H-909, 1455 de Maisonneuve Blvd. W. Thesis title: "Guidance Control for Automatic Guided Vehicles Employing Binary Camera Vision."

Esonu, Michael at 2 p.m. in H-773, 1455 de Maisonneuve Blvd. W. Thesis title: "Performance Analysis and Design of Area Efficient Fault-Tolerant Systolic Arrays."

SOCIAL ASPECTS OF ENGINEERING

Guest Speakers

Don Stalker, Environment Canada
"IMPACT IDENTIFICATION"
Sept. 19, 11:45 a.m. - 1 p.m.
Engr. 495/2A; Room H-635-2
and
Sept. 19, 5:40 - 8:10 p.m.
Engr. 495/2AA; Room H-665.

Robert Ferrari, Lavalin Environnement
"ECOLOGICAL IMPACT ASSESSMENT"
Sept. 24, 11:45 a.m. - 1 p.m.
Engr. 495/2A; Room H-635-2.

NOTICES

Vanier Library Tours

Tours of the Vanier Library are being offered throughout the month of September on Tuesdays and Wednesdays from 1:45 to 2:45 p.m. and on Thursdays from 10:15 to 11:15 a.m. Early evening tours will be offered September 25 from 5:30 to 6:30 p.m. Please register at the Vanier Library Reference Desk or call 848-7766.

Amateur Radio Club Classes

Register now for beginner amateur radio classes to be held every Tuesday night from 7 p.m. to 10 p.m. starting October and running to December. Also intensive 1 weekend session for engineers and home study program available. \$50 — books included. For more info call 848-7421.

Ombuds Office

The Ombudspersons are available to any member of the University for information, advice and assistance with University-related complaints and problems. Call 848-4964 or drop into 2100 Mackay, Sir George Williams Campus. Evening appointments on request.

Legal Information Service

The Legal Information Service is available for information and counselling. If you have problems with your landlord, or with a contract that you signed, or you are looking for information on divorce, **WE CAN HELP!!** Contact us at 848-4960 from 9 a.m. to 5 p.m., Monday through Friday. Come and see us in Room CC-326, 7141 Sherbrooke St. W., Loyola Campus. For students, staff and faculty, this service is **Free** and **Confidential**.

Health Services

We are open Monday to Friday from 9 a.m. to 12 noon and 1:30 p.m. to 5 p.m. at both locations: ER-407, 2155 Guy, 848-3565 and CH-101, 6935 Sherbrooke St. W., 848-3575. Our services include general physical examinations, birth control, STD counselling, allergy shots, personal counselling, nutritional information, first-aid and much more. No appointment necessary to see the Nurse. GP's and Specialists are available by appointment.

Sexual Harassment Officer

The Sexual Harassment Officer can provide you with support, guidance and information on any matter to do with sexual harassment. All inquiries are completely **Confidential**. Call Sally Spilhaus at 848-4857, or drop in at K-110, 2150 Bishop.

Coffee with The Vice-Rector, Academic

Members of the Concordia Community, students, non-academic personnel and faculty: I would be pleased to have you come and have coffee with me, if you can make it on any of the following Tuesdays this term: September 24, October 22, November 26, December 17, after 7:30 p.m. in room AD-231, Administration Building, Loyola Campus, 7141 Sherbrooke St. W. Please call

Munit Merid at 848-4847 to let me know when you wish to come. I hope you won't mind if your first choice of date may not be honoured. The place is only so big. I do look forward to seeing you and talking with you about Concordia University. Welcome. Rose Sheinin, Vice-Rector, Academic.

Services for Disabled Students

Innovative programs and workshops are special feature of services for Disabled Students. Specially designed workshops on use of adaptive computer equipment for university study and future employment are regularly scheduled. Orientation programs for volunteers and Sign Language workshops are also offered throughout the year. For more information and applications. Contact: 848-3525/3511 (Voice/TDD), SGW Campus in H-580 or 848-3503/3536 (Voice/TDD), Loyola Campus in AD-121.

Quebec PIRG

Quebec PIRG will cheerfully refund your membership fee on request. If you're a fall seession undergraduate in the Faculties of Arts & Science, Engineering & Computer Science or Fine Arts, you have the right to a full refund of your automatically assessed Quebec PIRG fee of \$0.20/credit. Just come into the office at 2130 during work hours until Sept. 20th. Or call us at 848-7585. You will be asked to complete a form confirming that you are relinquishing your membership and voting rights in Quebec PIRG.

Graduate Studies Open House

You are cordially invited to drop in and meet the Acting Dean of Graduate Studies, Martin Kusy for coffee and light refreshments. Dr. Kusy looks forward to talking with you about your program specifically and graduate studies in general. Location of these open houses will be the Graduate Administration building, 2145 Mackay from 6 p.m. to 8 p.m. on the following days: Tuesday, October 15, Wednesday, November 20 and Thursday, December 12. We look forward to seeing you and we hope that you will be able to join us. Kindly call Kali Sakell at 848-3803 to let her know the day you will be attending as space is limited.

Dean of Students Office

Tutors Needed: Must be a Concordia Student, have completed 45 credits; have GPA of 3.0 or better, recommendation from faculty member. Applications available at the Dean of Students office, AD-121 or Annex M (2nd Floor).

Fine Arts Department

The Fine Arts Department presents "BUTOH". Performance/Lecture by Tetsuro Fukuhara and Bodhi Sattva. Sculpture and Costumes by Mark Prent. Performance to be held on Tuesday, October 8, 1991 and the Lecture on Wednesday, October 9, 1991. Time: 8 p.m. Location: D.B. Clarke Theatre, 1455 de Maisonneuve Blvd. W.

For Rent

Large, bright, 2-storey upper duplex. Montreal West, 10 minutes walk from Loyola Campus. 3 bedrooms, modern kitchen and bathroom, balcony and basement. Ideal for a family. Lease terminates July 1, 1992. **September Free!** Call Sarah Wheeler, 848-4805.

"Philosophy of Body Regeneration"

Information session for people interested in all natural herbal foods, nutrition. Vitality and Prosperity!! Monday & Wednesday (individual or group). Call for reservation: Sylvie Pepin, 768-1522 or 768-7099 (FAX).

Car for Sale

1979 Ford Grenada, Red, snowtires, runs well. \$500. or best offer. 848-3094.

House for Rent

Partly furnished, 3 bedrooms, 2 bathrooms. 10 minutes walk from SGW Campus. Parking. \$900. Information: 848-2456 or 932-6367.

Events, notices and ads must reach the Public Relations Department (BC-115) in writing no later than Monday noon prior to Thursday publication.
Contact Kevin Leduc at 848-4881 or FAX 848-2814.

LECTURES/SEMINARS

THURSDAY, SEPTEMBER 19

Concordia Accounting Society

Canada Employment Centre Information Session for graduating accounting students looking for full-time employment with CA firms. Registration with PAECO System in room H-110, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. at 12:30 p.m. Also, CA Breakfast Tour (3rd year students priority). Richter Usher & Vineberg. Time: 9 a.m. to 11 a.m. Limited number of students, must sign up in advance!! at the Concordia Accounting Society office, GM-211-12, 1550 de Maisonneuve Blvd. W.

FRIDAY, SEPTEMBER 20

Exhibition

Slide presentation by Courtney Milne: *The Sacred Earth* at the Stewart Biology Bldg., room 1-4, McGill University, 1250 Dr. Penfield. Time: 8 p.m. Admission: \$9. advance show, \$10. at door. Information: 481-5442.

Concordia Accounting Society

CAS 3rd Annual CA Business Luncheon at the Delta Hotel from 11:30 a.m. to 3 p.m. Students dine, over a four-course lunch, with CA firm recruiting representatives. Guest speaker: Mr. Alain Paris, FCA, President of the Ordre des comptables Agréés du Québec. Cost: \$15. per student. Limited number of tickets available **MUST BUY TICKETS IN ADVANCE!!** at the CAS office, GM-211-12, 1550 de Maisonneuve Blvd. W.

MONDAY, SEPTEMBER 23

Concordia Accounting Society

Concordia Accounting Society General Assembly will be held at 2:45 p.m. in H-769, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd W. All students are invited to attend.

TUESDAY, SEPTEMBER 24

Master of Science in Administration

The Faculty of Commerce and Administration will be holding an Information Session for its Master of Science in Administration Programme. Time: 5:30 p.m. Location: GM-407-1, 1550 de Maisonneuve Blvd. W. Please call 848-2711 to confirm attendance.

Concordia Accounting Society

A career seminar will be held on The Office of the Controller General, the Public Service Commission of Canada at 3 p.m. in H-769, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W.

WEDNESDAY, SEPTEMBER 25

Concordia Accounting Society

CA Luncheon Tour (3rd year students priority). Richter Usher & Vineberg. Time: 11 a.m. to 2 p.m. Limited number of students, must sign up in ad-

vance!! at the Concordia Accounting Society office, GM-211-12, 1550 de Maisonneuve Blvd. W.

THURSDAY, SEPTEMBER 26

Classics Department

The Department of Classics will host Dr. A.G. McKay, O.C., F.R.S.C., Professor Emeritus, Dept. of Classics, McMaster University. Dr. McKay will be speaking on "T.S. Eliot's and Vergil's Wasteland." Location: H-769, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Time: 6 p.m. All are welcome.

FRIDAY, SEPTEMBER 27

Psychology Department

The Psychology Department is pleased to announce that James L. McClelland from Carnegie Mellon University will be lecturing at Concordia University. His lecture is entitled "Parallel Distributed Processing: Implications for Cognitive and Developmental Theory". Time: 3 p.m. Location: H-110, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Everyone is welcome.

SATURDAY, SEPTEMBER 28

Mature Students: Septemberfest

The Centre for Mature Students will be holding its annual Septemberfest. A get-together including study skills workshops, a library tour and a panel discussion. Light luncheon included. Tickets: \$12. available at Centre for Mature Students, (SGW) H-462-11 or (LOY) AD-424. **Limited space, so register early.** For information, call 848-3890/95.

MONDAY, SEPTEMBER 30

Concordia Accounting Society

CA Seminar Interview Techniques Workshop with Stephen Kaplan of Richter Usher & Vineberg. Time: 4 p.m. to 6 p.m. in H-769, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Refreshments will be served.

THURSDAY, OCTOBER 3

Classics Department

The Department of Classics and the Classics Students' Association will host an **Archaeology Symposium** in DL-200, 7141 Sherbrooke St. W. from 1 p.m. to 6 p.m. Featured speakers will be past and present students of the Department as well as Dr. Jacques Perreault (Director, Canadian Mediterranean Institute, Athens, Greece), Dr. Ron Leprohan (Department of Near Eastern Studies, University of Toronto), and Moira McCaffrey (Curator of Ethnology and Archaeology of the Museum of Canadian History).

GRADUATE AWARDS NEWS

Graduate Awards News

If you are currently registered in the 1st year of your undergraduate degree and planning to pursue graduate studies next year, or if you are presently enrolled in a graduate program and are looking for sources of funding to pursue your graduate studies we urge you to attend one of these sessions. There will be a brief talk on the major granting agencies (FCAR, NSERC, SSHRC, MRC) as well as other fellowships. Monday, Sept. 23, H-631 from 10 a.m. to 12 noon (SSHRC Only), DL-200 from 2 p.m. to 3 p.m. (SSHRC Only). Tuesday, Sept. 24, H-769 from 8 a.m. to 9 a.m.,

Wednesday, Sept. 25, AD-131 from 9:30 a.m. to 11 a.m., Friday, Sept. 27, H-769 from 1:30 p.m. to 2:30 p.m., Tuesday, October 1, H-769 from 10 a.m. to 11 a.m., Wednesday, October 2, H-773 from 5:30 p.m. to 6:30 p.m., Thursday, October 3, AD-131 from 3 p.m. to 4:30 p.m., Monday, October 7, H-773 from 12 noon to 1 p.m., Tuesday, October 8, H-769 from 9 a.m. to 10 a.m., Wednesday, October 9, H-773 from 10 a.m. to 11 a.m. and H-769 from 3 p.m. to 4 p.m., Thursday, October 10, H-769 from 1 p.m. to 2 p.m. Information: 848-3801.

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